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### Rochdale UNISON AGM 2016

This year's AGM will be held on Wednesday 2nd March 2016  
12 noon @ Rochdale Town Hall  
6.00 pm @ Phoenix Centre Heywood

All Members are welcome to attend — please ring the branch on  
01706 925951/52 or email  
unison@rochdale.gov.uk  
to confirm your attendance

## Pension Justice

Hundreds of thousands of women aged 55-65 will be hit hard by changes to the state pension. Women born in the 1950s will have to wait longer than expected to receive their state pension and many have not received the appropriate notification of these changes.

More than 55,600 people have so far backed the petition set up by the action group Women Against State Pension Inequality – copy and paste this link into your web browser to sign the petition.

<https://petition.parliament.uk/petitions/110776>

The petition runs until 20 April 2016.

## Three simple ways to join UNISON today:

[www.joinunison.org](http://www.joinunison.org)

Call UNISON

0800 171 2193

Fill in the form on the back and send it to the address below

Rochdale UNISON, Branch Office, 46 Richard Street, Rochdale, OL11 1DU

# Reject the NJC Pay Offer

Last autumn the NJC Trade Unions (UNISON, GMB and Unite) submitted a one-year pay claim for 2016/17 that sought the ‘real’ Living Wage as the minimum pay point and a rise of £1 per hour for all other pay points.

The employers’ response is a two-year pay offer of just 1% each year, with additional increases at the bottom end to accommodate the statutory National Living Wage being introduced by Government (not the ‘real’ Living Wage).

UNISON’s NJC committee is recommending this insulting offer is REJECTED and is seeking members’ views on support for a range of industrial action to underpin our broad campaign to secure a fair and decent pay settlement.

This is why your Branch will be consulting you and your colleagues and why we urge all non-members to join UNISON and help win the fight for fair pay.

The effect of this derisory offer on your pay is shown in the chart below:

| From 1 April 2016:                    | And from 1 April 2017                |
|---------------------------------------|--------------------------------------|
| On SCP 6, £900 (equivalent to 6.6%)   | On SCP 6, £500 (equivalent to 3.4%)  |
| On SCP 7, £900 (equivalent to 6.6%)   | On SCP 7, £500 (equivalent to 3.4%)  |
| On SCP 8, £900 (equivalent to 6.5%)   | On SCP 8, £475 (equivalent to 3.2%)  |
| On SCP 9, £900 (equivalent to 6.4%)   | On SCP 9, £400 (equivalent to 2.6%)  |
| On SCP 10, £900 (equivalent to 6.3%)  | On SCP 10, £375 (equivalent to 2.5%) |
| On SCP 11, £300 (equivalent to 2.0%)  | On SCP 11, £300 (equivalent to 1.9%) |
| On SCP 12, £300 (equivalent to 2.0%)  | On SCP 12, £300 (equivalent to 1.9%) |
| On SCP 13, £250 (equivalent to 1.6%)  | On SCP 13, £300 (equivalent to 1.9%) |
| On SCP 14, £250 (equivalent to 1.5%)  | On SCP 14, £300 (equivalent to 1.8%) |
| On SCP 15, £200 (equivalent to 1.2%)  | On SCP 15, £300 (equivalent to 1.8%) |
| On SCP 16, £200 (equivalent to 1.2%)  | On SCP 16, £250 (equivalent to 1.5%) |
| On SCP 17, £175 (equivalent to 1.01%) | On SCP 17, £225 (equivalent to 1.3%) |
| On SCPs 18 and above, 1.0%            | On SCPs 18 and above, 1.0%           |

## WHY YOU SHOULD REJECT THIS OFFER

The higher offer for the lower SCPs is to ensure the incoming statutory National Living Wage (£7.20 an hour from 1 April 2016) is met and maintained. So this isn't really an 'offer' for these members at all, **the employers would have to pay it or break the law!**

Almost two thirds of councils are already paying the 'real', independently set Living Wage of £7.85 an hour (£9.15 in London). These councils won't face any employee costs from the introduction of the lower, statutory National Living Wage – but **this doesn't stop the employers quoting it to over-inflate their view of the cost of meeting our claim!**

The offer is for two years, not the single year of our claim. RPI inflation is currently 1% but predicted to rise up to 3% in 2017 and 3.3% in 2018. This means the real value of your pay will decline even further – and **your pay has already fallen in real terms by over 20% since 2010 (plus the loss of future pension value that goes with falling pay value)!**

Workers in the LGPS will be paying up to 1.4% more in National Insurance from 1 April 2016 when the NI discount for 'contracted out' pension schemes ends. **The employers know this - then still make an offer which would not even cover this new NI cost!**

Research commissioned by UNISON from the New Policy Institute shows that more than half the cost of implementing our 2016/17 claim in full would be self financing for Government; through higher revenue from increased Income Tax and National Insurance and lower outlay from reduced in-work benefit costs. **As it stands many NJC workers are receiving in-work benefits from one part of Government because another part of Government pays them poverty wages. Is this any way to run the public finances!**

As we know only too well many local employers are cutting sick pay, increments, overtime pay, mileage rates or imposing unpaid leave. The national employers reduce the value of your basic pay, and the local employers reduce the value of the rest. **Ever felt like you are caught in pincers? No wonder the national employers refused to meet the part of our claim seeking protection of terms and conditions!**

## WHAT NEXT

Please take part in the consultation. Talk to your branch for further information and attend any meetings that are organised. Your pay is important, don't leave the decision to others. Please encourage your colleagues to join if they are not already a member of UNISON.

**Please REJECT this offer and indicate support for ALL of the industrial action options set out in the consultation. If we fight for fair pay we cannot always guarantee victory; but if we don't fight we can always guarantee defeat.**

**If you are not already a UNISON member then now is the time to join with your colleagues and be part of the Campaign for Pay Justice.**

You can join by completing and returning a membership form, or online at [www.joinunison.org](http://www.joinunison.org) or via the phone on 0800 171 2193.

# Join UNISON – essential cover if you work in public services

Return to: UNISON Rochdale, 46 Richard St, Rochdale, OL11 1DU

## 1 Tell us about you

|                     |                      |
|---------------------|----------------------|
| Title               | First name           |
| Surname/family name | Date of birth<br>/ / |

|              |          |
|--------------|----------|
| Home address | Postcode |
|--------------|----------|

|                                                        |                                               |
|--------------------------------------------------------|-----------------------------------------------|
| email                                                  | National insurance number (from your payslip) |
| Phone number (please indicate if home, work or mobile) |                                               |

Please give your ethnic origin: (tick one box)

|                                      |                                      |                                          |                                      |                                      |
|--------------------------------------|--------------------------------------|------------------------------------------|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> Bangladeshi | <input type="checkbox"/> Pakistani   | <input type="checkbox"/> Black African   | <input type="checkbox"/> Black UK    | <input type="checkbox"/> White UK    |
| <input type="checkbox"/> Chinese     | <input type="checkbox"/> Asian UK    | <input type="checkbox"/> Black Caribbean | <input type="checkbox"/> Black other | <input type="checkbox"/> Irish       |
| <input type="checkbox"/> Indian      | <input type="checkbox"/> Asian other |                                          |                                      | <input type="checkbox"/> White other |

## 2 Tell us about your job

|                                    |
|------------------------------------|
| Employer's name                    |
| Your job title/occupation          |
| Workplace name and address         |
| Postcode                           |
| Payroll number (from your payslip) |

## 3 What you will pay each month

Please tick the appropriate box for your earnings before deductions.

| Annual pay      | Your subscription |
|-----------------|-------------------|
| Up to £2,000    | £1.30             |
| £2,001–£5,000   | £3.50             |
| £5,001–£8,000   | £5.30             |
| £8,001–£11,000  | £6.60             |
| £11,001–£14,000 | £7.85             |
| £14,001–£17,000 | £9.70             |
| £17,001–£20,000 | £11.50            |
| £20,001–£25,000 | £14.00            |
| £25,001–£30,000 | £17.25            |
| £30,001–£35,000 | £20.30            |
| over £35,000    | £22.50            |

## 4 Choose your political fund

One of the ways UNISON works on your behalf is through political campaigning. Your subscription includes a political fund payment so you won't pay any extra, but in UNISON you choose how you want that money to be used.

**Please tick one box only.**

☐ Our Affiliated Political Fund takes UNISON members' views directly into the Labour Party, working to promote UNISON policies.

☐ The General Political Fund is used to pay for branch, regional and national campaigns but is independent of any political party.

## 5 Choose how you wish to pay Please tick ONE box only

### EITHER deduct from salary:

I wish to join UNISON and authorise deduction of subscriptions from my pay by my employer.

|           |      |
|-----------|------|
| Signature | Date |
|-----------|------|

Please go to [unison.org.uk/privacy-policy](http://unison.org.uk/privacy-policy) to see how we will protect and use your personal information

### OR pay by direct debit: please complete the direct debit form below

I wish to join UNISON and authorise deduction of subscriptions by direct debit

|      |
|------|
| Date |
|------|

### Instruction to your bank or building society to pay by Direct Debit

Please fill in the form and send to UNISON, 130 Euston Road London NW1 2AY



Name and full postal address of your bank or building society

|                 |                       |
|-----------------|-----------------------|
| To: The Manager | Bank/building society |
| Address         |                       |
|                 |                       |
|                 |                       |
|                 | Postcode              |

Service User Number

9 7 0 0 5 0

Reference number (for office use only do not complete)

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Please pay UNISON 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 UNISON 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