



ROCHDALE PIONEER

Members Newsletter from ROCHDALE UNISON

December 2014

Accept or Reject? You decide

UNISON members are currently being balloted on the amended proposals for cuts to terms and conditions for council workers (announced on 27th November). It will be down to you to decide whether you accept or reject the proposals. We encourage every member to use their vote. For more information go to:

www.unison-rochdale.org

	Original Proposal	Amended Proposal																
Unpaid Leave 2015/16 and 2016/17	5 days unpaid for all staff, taken flexibly. Review after two years.	Mandatory unpaid leave for all staff, graduated scheme based on grade or equivalent salary: 5 days - Grade 10 and above. 4 days - Grade 7, 8, and 9 3 days - Grade 3, 4, 5 and 6. 2 days - Grade 1 / 2 Unpaid leave to be taken over the Christmas and New Year periods if possible, subject to operational requirements. To be reviewed after two years.																
Incremental Progression	Withhold incremental progression for the years 2015 and 2016.	Withhold incremental progression for the years 2015 and 2016.																
Essential User Car Allowance Lump Sum	Remove the Essential User Car Allowance lump sum with effect from 1 April 2015 with no pay protection arrangements. Retain mileage rate of 30p per mile	Remove the Essential User Car Allowance lump sum from 1 April 2015. Retain mileage rate of 30p per mile. Apply a pay protection scheme for 3 months meaning that the removal would not come into effect until 1 July 2015. Following the removal of the essential user car allowance lump sum, there will no longer be a contractual requirement to have a car for work.																
Premium Payments	Increase the Bank Holiday Premium Payment from 25% to 100%. Remove the entitlement to a day off in lieu. Cease the premium payment of 25% for weekends/nights/overtime Cease the shift payment of 10%	Apply a phased approach for implementing the premium payment and shift payment with gradual reduction between 1 April 2015 and 31 March 2017, full implementation from 1 April 2017, as below: <table border="1"><thead><tr><th>Year</th><th>Premium payment</th><th>Shift Payment</th><th>Bank Holiday</th></tr></thead><tbody><tr><td>01/04/15 to 31/03/16</td><td>16.00%</td><td>6.00%</td><td>100% remove day off in lieu (*)</td></tr><tr><td>01/04/16 to 31/03/17</td><td>8.00%</td><td>3.00%</td><td>As above</td></tr><tr><td>01/04/17 onwards</td><td>Nil</td><td>Nil</td><td>As above</td></tr></tbody></table> (*) Increase Bank Holiday payment from 25% to 100% from 1 April 2015; remove the day off in lieu.	Year	Premium payment	Shift Payment	Bank Holiday	01/04/15 to 31/03/16	16.00%	6.00%	100% remove day off in lieu (*)	01/04/16 to 31/03/17	8.00%	3.00%	As above	01/04/17 onwards	Nil	Nil	As above
Year	Premium payment	Shift Payment	Bank Holiday															
01/04/15 to 31/03/16	16.00%	6.00%	100% remove day off in lieu (*)															
01/04/16 to 31/03/17	8.00%	3.00%	As above															
01/04/17 onwards	Nil	Nil	As above															
Occupational Sick Pay	From April 2015 remove entitlement to occupational sick pay for the first three days of sickness absence.	This proposal has been withdrawn and existing terms and conditions for sick pay will continue.																

UNISON members in local government and schools vote to accept new pay offer

The national pay ballot closed on 14th November. Members in Rochdale Branch voted to reject the deal. So did the North West Region as a whole and London. Unfortunately the proposals were agreed Nationally, and have therefore been accepted.

Our Branch have real concerns about how this dispute was handled and have supported the call for a National Conference to learn lessons from it so that mistakes can be avoided in future.

If you work for the council or in schools you will receive a lump sum in your pay this month and a monthly increase of between 2.2% and 9.6% from January 2015 onwards.

UNISON Head of Local Government Heather Wakefield commenting on the new deal said:

"Members covered by the National Joint Council for Local Government have the lowest pay in the public sector and have suffered significant attacks on their conditions of work in recent years. We will continue to campaign for the Living Wage to become the minimum rate of pay in local government and for a commensurate increase for all other NJC employees, to reflect the invaluable work that our members do to keep vital local services running."

Note for your diaries 2015:

Branch Annual General Meeting:

Wednesday 25th February 2015, 12noon Rochdale Town Hall & 6pm Phoenix Centre, Heywood. You should have all now had your AGM papers, if you haven't received them please let the Branch office know.

The Guest speaker at our AGM will be Kevan Nelson— Regional Secretary

We will have stalls from membership services and refreshments will be provided at both meetings

Change of details/email addresses

If you have recently changed your details i.e. moved address or work location it is important you let the Branch Office know as we need to ensure our records are up to date so you can receive all relevant information from UNISON.

If you have a personal email address and you would like to be kept up to date with information from UNISON on issues that may affect you both inside and out of the workplace please let the Branch Office have your email address, we can be contacted as below:

Rochdale UNISON 46 Richard Street Rochdale OL11 1DU

Tel 01706 925951 or 01706 925952 e-mail unison@rochdale.gov.uk

www.unison-rochdale.org

Support fair pay for NHS workers

UNISON members are the people you see every time you use the NHS. They are the nurses, porters, paramedics, occupational therapists, midwives, cleaners and receptionists.

They are also the people behind the people you see – part of the whole NHS team that looks after you when you need them.

In March 2014 the government took the historic decision to ignore the recommendation of the independent NHS Pay Review Body to award a 1% pay increase to all NHS staff and withhold a pay rise from 60% of health workers.

As a result the majority of NHS staff will have their pay frozen for the fifth year in a row. We are worried about the impact this is having, not only on our members, but on the care they provide.

The evidence shows that when staff are motivated and feel valued and respected the results for patients and their families improve.

We have spent the last seven months asking the Secretary of State to reconsider his decision, but he won't even talk to us.

Our members feel they have no choice but to take industrial action.

Take 5 minutes for the NHS

Please support your local NHS staff who are taking action by emailing your MP to help put pressure on the minister and employers to talk to us about a fair deal for health staff.

Visit the UNISON website for details of how to contact your MP:

<http://www.unison.org.uk/at-work/health-care/key-issues/nhs-pay/support/>

Emergency food for local people– help people in need on the run up to Christmas!

Rochdale UNISON Branch office holds a collection box for Rochdale Foodbank, we collect items such as tins, boxed food, jars and sachets (not fresh food). The food is then donated to the Foodbank for local people in need. If you would like to contribute feel free to arrange to drop off items at the Branch office or go directly to Rochdale Foodbank, 8 South Parade (the old Pacific Bar) opening hours Monday- Friday between 11am - 12.50pm.

*We would like to wish all our members a Merry Christmas
& a peaceful New Year*

Please note the UNISON Office will be closed on Friday 2nd January 2015 in case of urgent contact please ring UNISON Direct on 0800 0857 857