

Inside this issue:

- **Term Time Only (TTO) Pay Campaign**
- **Vacant Officer posts**
- **Pay**
- **Sleep Ins.**

Term Time Only Pay

RBC started a 45 day consultation period with UNISON on the 7th April which ran till 22nd May 2021.

This is as a direct result of the collective Grievance that UNISON submitted in December 2019, regarding the TTO calculation and statutory leave entitlement.

UNISON submitted a response on the 6th May 2021 to RBC, on the 2nd June we attended JCNG where we expected to receive a response to our submission. We were disappointed to hear that it will be nearer the end of June before we get a response from RBC. UNISON submitted a detailed response early in the hope of progressing the TTO campaign. We will continue to push for 5yrs 3 months in line with agreements elsewhere and we will keep members informed once we have a response to UNISON's submission.

No other UNION submitted a response during this consultation period.

Vacant officer positions

Rochdale UNISON Branch has the following positions available:

- | | |
|---|----------------------------|
| • Environmental Officer | • Health & Safety Officer |
| • Equality Officer | • Membership Officer |
| • Education Co-Ordinator | • Social Secretary |
| • International Officer | • Sports Secretary |
| • Lifelong Learning Coordinator | • Voluntary Sector officer |
| • Auditor | • Welfare Officer |
| • Young Members Officer
(under 27 years old) | • Labour Link Officer |

If you are interested in any of these positions, please contact the Branch on 01706 925952 or email unison@rochdale.gov.uk

Please note all positions are voluntary and you will be expected to attend the Branch Committee meeting once a month — for which we will ask for facility time for you to attend this meeting.

Three simple ways to join UNISON today:

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

PAY

Levelling up the forgotten frontline

By Christina McAnea – UNISON General Secretary

Many, many working people have helped the country get us to this point on the pandemic journey. Our future is brighter and full of hope now – only because of the sacrifices of so many.

Our local government workers deserve no less credit and applause than health workers. This army of care workers, school support staff, refuse collectors, social workers and many more went out to work, day in, day out, while many of us were able to do our jobs from home.

While the media focussed on the crisis in our hospitals, our members put themselves in harm's way, to help the most vulnerable in our communities and keep our most essential services going.

Who delivered food parcels to the shielding? Who housed the rough sleepers? Who kept offices and schools clean and open for essential services and lockdown learning for key worker children? Who collected your rubbish despite personal risk? Who went into people's homes and looked after our elderly relatives? Who dealt with the tragic increase in funerals and cremations?

Yes, local government workers and school support staff. The country owes you a debt of gratitude as much as anyone else. UNISON knows that the country owes you a proper pay rise. We're asking for a 10% pay rise for local government workers this year.

But this month, the employers responded with an offer of just 1.5%, which is insulting set against what we're asking for and what you deserve.

Now 10% sounds a lot, but if we deal in facts and not clickbait headlines, it's nothing but reasonable.

Most local government workers are low paid now, with 16% not earning £10 an hour and 8% not even earning the real living wage – the rate the Living Wage Foundation deems enough to actually live on.

This is after over a decade of pay cuts and freezes which has wiped out a quarter of their pay. Imagine how you would cope with losing 25% of the value of your pay. With inflation rising again, the cost of food, energy and housing is rising and the offer of 1.5% would once again represent a loss of pay, in real terms.

A 10% pay rise would mean **all** council and school workers earn a real living wage. And if you think the country 'can't afford' to 'reward' these and other public service workers, let me set you straight.

Firstly it's not a reward, it's fair pay for doing a vital job. And secondly, we can't afford not to. These services will not continue unless we invest in the people providing them. Overworked and underpaid – how much longer do you think they will stick around. Would you?

And frankly a 10% pay rise for low paid workers pales into insignificance when compared to £37 billion wasted on track and trace, the £849million estimated cost of 'eat out to help out' and £2 billion in COVID contracts to Tory donors.

The Westminster government talks a lot about levelling up and about investing in a brighter, post-COVID future for the country.

Well it can make a start now, by investing in the people who sacrificed so much to make sure the country actually has a future to look forward to.

Useful Links

[There for you](#) - For members experiencing financial and emotional difficulties

[Legal Services](#) - including Personal Injury Assistance and Free Will Writing

Care Workers Sleep in Payments

Following the Supreme Court Judgement delivered on 19 March 2021 the Court has ruled that sleep-in-care workers are only to be paid National Minimum Wage (NMW) when they are awake on shift for the purpose of working, not when they are permitted to sleep.

Whilst Care providers who pay NMW rates for sleep in shifts may be considering reducing wages for sleep in shifts to below NMW wage rates UNISON's position remains unchanged – that workers should be paid NMW when they have to sleep at work. You are away from home, your family and friends. You cannot leave work – or could be disciplined if you did. And we know that sleep-ins carry significant responsibilities, as you might be the only person on hand for vulnerable people.

You should be paid at least NMW where you are required to intervene in serious situations, or when you take people to the toilet and administer medication. This ruling does not interfere with that right.

This ruling is yet another reminder of how care work is under-valued and underpaid. The need for reform and proper funding of the care sector has never been more urgent and UNISON will not stop campaigning to win you fair pay.

Does this mean my employer will cut my sleep-in shift pay ?

There is no good reason for your employer to do this. Just because a care employer might be able to get away with paying less than minimum wage to workers doing sleep-in shifts, it doesn't mean that they should.

Doing so risks significant reputational damage for the employer. Any cuts to pay will be highlighted with care commissioning bodies, like local councils, who will have commissioned care suppliers on the basis of existing rates of pay.

We will now push the government for a change in the law to make it clear that sleep-in shifts should be considered working time. We will also be contacting care employers and commissioners to make it clear there should be no cut in existing pay rates for already low paid care workers.

What should the Government do to respond?

The UK and devolved governments need to take care of care workers. During the pandemic, staff have put themselves in harm's way to care for the elderly and the vulnerable.

The UK Government should immediately issue guidance to local authorities, the NHS and care employers making it clear that it is not acceptable to cut pay rates for sleep-in shifts. The care sector is already suffering from staff shortages. Any new attack on pay would be devastating. New legislation should make it clear that every hour of a worker's sleep-in shifts should be paid at the rate of national minimum wage.

Please sign UNISON's petition following the link below

<https://action.unison.org.uk/page/78628/petition/1>

Please inform the Rochdale Branch if you think your employer is set to change payments.

Are your membership details up to date?

If you have recently changed your details i.e. moved address or work location or got a new home or mobile number 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 the relevant information from UNISON.

Please either :

- email unison@rochdale.gov.uk
- telephone 01706 925951/52
- or alternatively log on to <https://secure.unison.org.uk/> and register for My UNISON to update your details

Remember — We can only communicate with you if your details are up to date.

We use this address to send you information core to your membership such as your election information and any information relating to ballots if relevant

We use this to contact you about trade union activities and services

This information helps us to see if you were previously a member

This information helps us find the best UNISON branch to support and represent your needs

Your subscription rate is determined by how much you earn

1 Tell us about you

Title	First name
Last name	
Home address	
	Postcode
Email	
Phone number (indicate home, work or mobile)	

☐ Email ☐ Text ☐ Phone

By ticking these boxes, you are giving your consent for UNISON to contact you by these means about how we campaign on your behalf.

National insurance number

Date of birth

2 Tell us about your job

Employer's name
Your job title or occupation
Workplace name and address
Postcode

3 What you will pay each month

Please tick the appropriate box for your earnings before deductions

Annual pay	Core subscription	£14,001 – £17,000	£9.70
£0,000 – £2,000	☐ £1.30	☐ £17,001 – £20,000	☐ £11.50
£2,001 – £5,000	☐ £3.50	☐ £20,001 – £25,000	☐ £14.00
£5,001 – £8,000	☐ £5.30	☐ £25,001 – £30,000	☐ £17.25
£8,001 – £11,000	☐ £6.60	☐ £30,001 – £35,000	☐ £20.30
£11,001 – £14,000	☐ £7.85	☐ £35,000 – and over	☐ £22.50

This information tells us whether you wish to contribute an additional 5% toward UNISON's campaign fund

4 Campaign fund contribution

UNISON stands up for its members and speaks out publicly on the issues that affect them. To continue this work we ask for a voluntary 5% campaign contribution when you join. Please tick your preference below:

☐ Campaign Fund The campaign fund promotes better public services, enables the union to talk with politicians of any party about the work our members do and supports the union's equalities work.	☐ UNISON Labour Link Labour Link campaigns for UNISON policy on the NHS, your employment rights and for quality public services within the Labour Party locally and in Parliament.	☐ No thank you I do not wish to contribute to campaigning at the moment. Those who choose not to opt in will not be disadvantaged in any way as compared with members who do opt in.
--	--	--

☐ If you selected 'No thank you' – by ticking this box you are giving consent for UNISON to contact you in future about our campaign funds. We will do this using the contact details you provided on this form.

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



☒ Please complete 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

Name(s) of account holder(s)

Account number

Branch sort code

Service user no.

Reference number

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.

Signature

Date

Bank and building societies may not accept Direct Debit instructions for some types of account