

Outlines



UNISON NEWCASTLE CITY BRANCH NEWSLETTER

October 2014

The council have released their budget policy document for the Newcastle 2020 programme; it is titled "Fair Choices in Tough Times". It is UNISON's **view that council employees will be left with:**

Tough Choices in Unfair Times!

I'm sure like me you will all be dreading this time of the year. Instead of looking forward to planning for Christmas, **we're facing another round of cuts**. As the last knockings of a Tory/Lib Dem Coalition Government continue with their public sector austerity measures, the council launches the initial proposals that will result in cuts of £40 million in 2015/16, and £90 million in total over the next three years.

These proposed cuts come on the back of £100 million cuts over the last three years. And what have we seen? Have the residents of Newcastle got "**used to the word no**", as expressed by the Leader of the Council in November 2012? **UNISON isn't so sure**. With many staff still trying to sustain valuable services, significant staffing reductions have resulted in:

- lack of cover across many services,
- restrictions for staff to access leave and flexi,
- reduced learning and development opportunities for staff, all leading to
- low staff morale

The future for Local Government is not a positive one, the existing Tory Government forecasting a further three years of austerity if they stay in power beyond the next general election, the Labour Party stating they will stick to the Tory spending plans if elected in 2015.

In the face of a desperate situation, UNISON will:

- continue to challenge the council's cuts proposals
- ensure the council's commitment to minimise compulsory redundancies is followed
- work with the council to suggest improvements to the employee support programme, and
- continue to provide ongoing expert advice and support to members throughout the budget round.

UNISON officers, committed to public service, committed to our members.

PGJ

Branch Secretary

NJC Pay 2014

The Local Government Association (LGA) Employers have made the following pay proposals:

- £1,065 (8.56%) on SCP5 with effect from 1 January 2015
- £1,000 (7.93%) on SCP6 with effect from 1 January 2015
- £800 (6.19%) on SCP7 with effect from 1 January 2015
- £550 (4.13%) on SCP8 with effect from 1 January 2015
- £350 (2.55%) on SCP9 with effect from 1 January 2015
- £325 (2.32%) on SCP10 with effect from 1 January 2015

- 2.20% on SCPs 11 and above with effect from 1 January 2015

- Removal of SCP5 with effect from 1 October 2015

- £325 non-consolidated payment on SCPs 5, 6 & 7 to be paid in December 2014

- £150 non-consolidated payment on SCPs 8, 9 & 10 to be paid in December 2014

- £100 non-consolidated payment on SCPs 11-25 incl to be paid in December 2014

- 0.45% of proposed new salaries on SCPs 26-49 incl, of which £100 to be paid in December 2014 and the remaining balance to be paid in April 2015

Status of the Proposals

The proposals have the agreement of all political groups on the LGA and now need the approval of councils for them to become a formal offer from the employers.

UNISON, GMB and Unite have agreed to suspend our industrial action and consult members over the proposals whilst the LGA consults councils.

An NJC Joint Circular on the pay consultation arrangements is attached together with indicative scales setting out the impact of the proposals on each scale point.

The UNISON NJC Committee has agreed to hold a formal consultation on the Employers' proposals for 2014/16 under the Service Group Pay Consultation Procedures.

UNISON's NJC Committee's views on the proposals

The UNISON NJC Committee's view is that the employers' pay proposals for 2014/16 fall far below the aspirations in our 2014/15 pay claim and what members deserve. However, the Committee believes it is the best achievable by negotiation and that only sustained all out strike action could achieve an improved pay offer.

Branches are asked to consult members on this basis, using the consultation question enclosed and the UNISON NJC Committee will be meeting on Friday 14 November to consider the results of the consultation.

The NJC Trade Unions

GMB and Unite are also consulting their members on the basis that the proposals are the best achievable by negotiation.

The next page shows the impact of the proposals on each spinal column point (provided by UNISON's national office).

SCP	current 2013 pay		pay proposal for consultation						
	per annum	per hour	proposed increase from 01Jan15	new per annum	new per hour	amount to be paid between 01Jan15 & 31Mar15	non-consolidated amount to be paid in Dec14	total pay received by 31Mar15	non-consolidated amount to be paid in Apr15
5	£12,435	£6.45	£1,065	£13,500	£ 7.00	£ 266	£ 325	£ 591	
6	£12,614	£6.54	£1,000	£13,614	£ 7.06	£ 250	£ 325	£ 575	
7	£12,915	£6.69	£800	£13,715	£ 7.11	£ 200	£ 325	£ 525	
8	£13,321	£6.90	£550	£13,871	£ 7.19	£ 138	£ 150	£ 288	
9	£13,725	£7.11	£350	£14,075	£ 7.30	£ 88	£ 150	£ 238	
10	£14,013	£7.26	£325	£14,338	£ 7.43	£ 81	£ 150	£ 231	
11	£14,880	£7.71	2.20%	£15,207	£ 7.88	£82	£100	£ 182	
12	£15,189	£7.87	2.20%	£15,523	£ 8.05	£84	£100	£ 184	
13	£15,598	£8.08	2.20%	£15,941	£ 8.26	£86	£100	£ 186	
14	£15,882	£8.23	2.20%	£16,231	£ 8.41	£87	£100	£ 187	
15	£16,215	£8.40	2.20%	£16,572	£ 8.59	£89	£100	£ 189	
16	£16,604	£8.61	2.20%	£16,969	£ 8.80	£91	£100	£ 191	
17	£16,998	£8.81	2.20%	£17,372	£ 9.00	£93	£100	£ 193	
18	£17,333	£8.98	2.20%	£17,714	£ 9.18	£95	£100	£ 195	
19	£17,980	£9.32	2.20%	£18,376	£ 9.52	£99	£100	£ 199	
20	£18,638	£9.66	2.20%	£19,048	£ 9.87	£103	£100	£ 203	
21	£19,317	£10.01	2.20%	£19,742	£10.23	£106	£100	£ 206	
22	£19,817	£10.27	2.20%	£20,253	£10.50	£109	£100	£ 209	
23	£20,400	£10.57	2.20%	£20,849	£10.81	£112	£100	£ 212	
24	£21,067	£10.92	2.20%	£21,530	£11.16	£116	£100	£ 216	
25	£21,734	£11.27	2.20%	£22,212	£11.51	£120	£100	£ 220	
26	£22,443	£11.63	2.20%	£22,937	£11.89	£123	£100	£ 223	£ 3
27	£23,188	£12.02	2.20%	£23,698	£12.28	£128	£100	£ 228	£ 7
28	£23,945	£12.41	2.20%	£24,472	£12.68	£132	£100	£ 232	£ 10
29	£24,892	£12.90	2.20%	£25,440	£13.19	£137	£100	£ 237	£ 14
30	£25,727	£13.33	2.20%	£26,293	£13.63	£141	£100	£ 241	£ 18
31	£26,539	£13.76	2.20%	£27,123	£14.06	£146	£100	£ 246	£ 22
32	£27,323	£14.16	2.20%	£27,924	£14.47	£150	£100	£ 250	£ 26
33	£28,127	£14.58	2.20%	£28,746	£14.90	£155	£100	£ 255	£ 29
34	£28,922	£14.99	2.20%	£29,558	£15.32	£159	£100	£ 259	£ 33
35	£29,528	£15.31	2.20%	£30,178	£15.64	£162	£100	£ 262	£ 36
36	£30,311	£15.71	2.20%	£30,978	£16.06	£167	£100	£ 267	£ 39
37	£31,160	£16.15	2.20%	£31,846	£16.51	£171	£100	£ 271	£ 43
38	£32,072	£16.62	2.20%	£32,778	£16.99	£176	£100	£ 276	£ 47
39	£33,128	£17.17	2.20%	£33,857	£17.55	£182	£100	£ 282	£ 52
40	£33,998	£17.62	2.20%	£34,746	£18.01	£187	£100	£ 287	£ 56
41	£34,894	£18.09	2.20%	£35,662	£18.48	£192	£100	£ 292	£ 60
42	£35,784	£18.55	2.20%	£36,571	£18.96	£197	£100	£ 297	£ 65
43	£36,676	£19.01	2.20%	£37,483	£19.43	£202	£100	£ 302	£ 69
44	£37,578	£19.48	2.20%	£38,405	£19.91	£207	£100	£ 307	£ 73
45	£38,422	£19.92	2.20%	£39,267	£20.35	£211	£100	£ 311	£ 77
46	£39,351	£20.40	2.20%	£40,217	£20.85	£216	£100	£ 316	£ 81
47	£40,254	£20.86	2.20%	£41,140	£21.32	£221	£100	£ 321	£ 85
48	£41,148	£21.33	2.20%	£42,053	£21.80	£226	£100	£ 326	£ 89
49	£42,032	£21.79	2.20%	£42,957	£22.27	£231	£100	£ 331	£ 93

SCP	Current 2013 pay per Annum	Current 2013 per hour	Proposed increase from 01 Jan 15	New per annum	New per hour	Amount to be paid between 01 Jan 15 and 31 March 15	Non-consolidated amount to be paid in Dec 14	Total pay received by 31 March 15	Non-consolidated amount to be paid in Apr 15
50	£42,927	£22.25	2.20%	£43,871	£22.74	£236	£100	£336	£ 97
51	£43,836	£22.72	2.20%	£44,800	£23.22	£241	£100	£341	£ 102
52	£44,760	£23.20	2.20%	£45,745	£23.71	£246	£100	£346	£ 106
53	£45,705	£23.69	2.20%	£46,711	£24.21	£251	£100	£351	£ 110

Pay Consultation Ballot Process – For members covered by NJC negotiating

Where the Branch has a work email address for a member, we will send a ballot paper by email; members are requested to return the completed ballot paper by email attachment or to the Branch Office:

UNISON
Room 145
Civic Centre
Newcastle upon Tyne
NE1 8QH

All other members will receive a ballot paper by post and must return the ballot paper to the Branch Office

Closing date for completed ballot papers to be received in the UNISON Branch Office is 12.00 noon, Tuesday 11th November 2014.

Sure Start and Family Services Review

As part of UNISON's "I ♥ Sure Start" campaign, the Branch held an event on 1st October, to coincide with a full Council meeting. The Branch launched a document "Our young people's future at risk?" outlining UNISON's, the staff and a range of parents, carers and service user's view of the services provided to families. In addition to the document, UNISON put on a display in the Banqueting Suite where elected members were invited to meet with parents, carers and service users to discuss the budget proposals.

UNISON also submitted a petition with over 4000 signatures and addressed full council on behalf of a service user who had been willing to explain the positive impact the Council's Family Services had had on her and her family.

The Branch would like to thank those elected members who visited the Banqueting Suite, particularly the Leader of the Council and the Children's Services portfolio holder.

A positive outcome of the campaign has been that the Branch are now working with the Council to take the issue of Sure Start cuts to the Prime Minister and potentially submit the petition to Downing Street. And that on reviewing the consultation report, on the 3 options that the Council had formally consulted on – and due in part to concerns raised by UNISON amongst other stakeholders - an alternative "investment" approach is now being considered, more details will follow.

UNISON Political Fund Ballot - November 2014



Newcastle City
Branch urges
ALL our
members to
vote yes in the
political fund
ballot in
November

Your union your voice – use it don't lose it

UNISON's political fund has two sections – **UNISON Labour Link** (the Affiliated Political Fund) and the **General Political Fund**. The law says that unions with political funds must ballot their members every ten years to continue the fund. UNISON's next ballot on maintaining its fund will be held in November 2014. The ballot will cover all of Great Britain and include retired members, as well as members of partner organisations with joint membership.

UNISON's Political Fund

UNISON campaigns hard to defend jobs and public services, promote equality, defend terms and conditions of public service workers, and protect the health and safety of members. These campaigns would not be effective without our political funds.

UNISON has links with MPs/MSPs/AMs/MEPs and peers to help represent members' interests in both Houses of Parliament, in the devolved parliaments and assemblies and in Europe - to push for changes to legislation and raise issues that affect our members. This link with the political process is a vital part of UNISON's activities. It means your union has a voice in influencing both Government policy and legislation and the programme of the Labour Party.

UNISON also runs high profile public campaigns in support of our public services, in defence of terms and conditions and against discrimination and inequality, which are all issues counted as "political".

The ballot is about confirming UNISON's ability to continue this political work and speak up for our members' interests.

Ballot timetable

Dispatch of ballot papers: 27 October to 5 November 2014

Close of balloting period: 30 November 2014

Publication of result: 2 December 2014

