



Make Poverty History If not us – who?

Lancashire UNISON signed up to the 'Make Poverty History' Campaign by providing a coach for employees from Lancashire County Council and their families to travel up to Edinburgh for the pre-G8 Rally on July 2nd.

We set off at 7am from Preston and joined over 200,000 people of all ages and nationalities in The Meadows for the start of the march around Edinburgh.

Campaigners marched around the city centre, forming a giant human band creating a message to G8 leaders that "enough is enough".

The rally included a festival with campaign and free trade stalls, live music and speakers. Jane Abdulla, equalities advisor for Lancashire County Council was among the coach-load of employees and UNISON members.

Jane said: "It was such a fantastic day. There were people blowing whistles and carrying banners and it was a hot sunny day and

such a brilliant atmosphere. The friendliness between people really stood out - almost like a sense of common purpose, a oneness if you like."

Make Poverty History is the UK's contribution to the global call to Action Against Poverty, which aims to be the biggest-ever global movement for change, and the MPH push did not end with the rally in Edinburgh. Further action is planned including world white band 2 day on the 13 September.

Look out for more information on forthcoming events on the LCC intranet and the Lancashire UNISON website.

For more information about the Make Poverty History campaign visit makepovertyhistory.org

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Pensions update



The 2nd July Make Poverty History rally was advertised on the Finnieston Crane outside the UNISON conference in Glasgow.



LANCASHIRE UNISON The e-branch

Come on you surfers! The Branch website is now being hailed as a model of good practice. Use it or lose it.

The advantages of using the website for both Branch activists and members are immense. All the latest information is posted on the website. It's the first place to go to find out all you need to know about what is going on in the Branch in terms of news, services, benefits, meetings, activities and training opportunities. Recent additions include an 'Items for Sale' section. Advertise your goods for free.

The site can be accessed at www.unisonlancs.org.uk It is also available on the LCC Intranet under A-Z of Services at U.

If you want to place any items on the site contact Steve Kirby, Assistant Branch Secretary on Steve.Kirby@unison.lancscc.gov.uk

New kids on the block

WE are delighted to announce that Roger Wells and Norma Norris have joined UNISON's team of full time seconded officers.

Roger has been given a two-year temporary secondment from the Environment Directorate to provide the additional consultation and representation necessary during the implementation of Job Evaluation (JE) within LCC.

Roger will be working closely with his UNISON colleagues, in particular John Fletcher (soon to be seconded from Youth and Community) and existing Seconded Officers Elaine Brooks and Bob Harvey. They will produce regular JE bulletins and notices so watch this space!



Photo: Roger Wells has joined the team to provide the additional consultation and representation necessary during the implementation of Job Evaluation (JE) within LCC.

Norma joins us from the Social Services Directorate where she works as a Social Worker in the Adults Team at Pole Street. She is also UNISON's Equalities Officer.

David Wright raises money the Roman way!

David Wright a personal/careers adviser from Connexions Preston, will be raising money this summer for the UNISON welfare charity "Bucket and Spade Appeal" by walking 30 miles of Hadrian's Wall with about 30 other members from all over Britain

in September. So far he has raised £176 (he needs to raise at least £250) thanks largely to a donation from Lancashire UNISON welfare, a Jacob's join at work and contributions from fellow staff and the Connexions Lancashire seven-a-side football

team which plays regularly in the UNISON local league. Please pledge your sponsorship for Dave through his e-mail address: David.wright@cx-lancs.co.uk Or try ringing him at his Preston office on 01772 554442.

Building schools for the future

Building Schools for the Future (BSF) is the Government's initiative to rebuild or renew all secondary school buildings in the next 10 to 15 years.

The Government has given the go ahead for £170 million of capital investment to replace 11 existing secondary schools with eight new

schools in Burnley and part of Pendle. The new schools, under new names and Headships will open in August 2006 and during the transitional period, the schools will operate from existing sites whilst the first wave of the new build takes place. The first of the newly built schools will open in 2008. The rest of the schools will open

their doors in 2010/11. The BSF initiative will be a mixture of traditional capital funding and Private Finance Initiative (PFI). The County Council will enter into a joint venture with a private sector partner and the Government QUANGO called Partnership for Schools (PFS). This venture, called a Local Education Partnership

(LEP) will be established as a company limited by shares. The County Council and PFS will hold 10% of the shares each and the private sector partner will hold 80%.

As you may be aware, UNISON's policy opposes PFI, but we are determined to keep the effects of the private

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Job Evaluation within Lancashire County Council

As part of the 2004 pay settlement ALL councils are now committed to completing Pay and Grading Reviews and achieving new pay structures by April 2007. This means that a Job Evaluation exercise (JE) will have to be carried out to review all job descriptions and grades. Although Lancashire is running behind with JE, we can learn valuable lessons from other authorities that have already gone through the process. However, Lancashire County Council and UNISON are committed to making substantial progress as quickly as possible.

LCC are committed to conducting a proper job evaluation and pay and grading review using a real partnership approach with the TU. UNISON will be the main player in these negotiations, which are more likely to be successful than those councils who have not been talking to TU's. The purpose of job evaluation is to introduce fairness, transparency and gender equality in the pay structure across the whole workforce. There are few local authorities with enough "money in the bank" to carry out all the functions they would like, including Single Status pay and grading reviews.

However, the Equal Pay Act does not permit lack of funds to be a defence against equal pay cases and employers know this! In any case, they have had almost eight years to plan for implementation of Single Status and should have allocated funding for it by now. Pay and grading reviews cannot be carried out at nil cost. UNISON nationally are in discussions with government and within the National Joint Council about the means of securing extra funding so that JE and Single Status can be facilitated and implemented more effectively. Lancashire UNISON will be producing regular

bulletins to keep members up to date with the progress of JE and it is our intention to advertise and consult with our membership about the progress of JE – so look out for your UNISON notice boards. This will affect everyone within Lancashire County Council – it is in your interest to encourage **your colleagues** to become members of UNISON! SO ENCOURAGE NON-MEMBERS TO JOIN NOW! WITH UNISON – YOU ARE ONE IN A MILLION





LEGAL EAGLES

For the Children of South Africa...

Book and Ten Pence Appeal

Rosemary Cunningham, Seconded Officer and Member of the Regional International Committee, is launching the Book and Ten Pence Appeal in Lancashire.



Rosemary is hoping to reach a target of 1,000 books and £100 by the end of the year (The idea of donating 10 pence with every book is to help with the cost of postage). The appeal is part of Community H.E.A.R.T. (Health Education and Reconstruction Training) - Helping to build the New South Africa.

What kind of books do we need?

We need books that you would give as a gift to a child or young person you know. People become good at reading through practice. For most of the children and young people in the UK, this is through the reading they do in their own time. Children in South Africa are no different, they need to practise and read books that interest them. Giving this kind of book, in good condition will give them the chance to become fluent in English and in turn will make it far easier to learn when they are in the classroom.

Don't leave unwanted books around the home – put them to good use by supporting the book appeal, particularly in this year of Making Poverty History.

Rosemary is planning to arrange collection points around the County, in the meantime you can contact her at the Branch Office on 01772 533072.

New laws on the way?

Disability Discrimination Act 2005 will extend the DDA to cover employees with asymptomatic HIV, MS and some forms of cancer from the point of diagnosis. Also removes the "clinically well-recognised" requirement for mental illness. Overall effect will be to include many more employees within the legal definition of disabled and the rights associated with that status.

Corporate Manslaughter Bill 2005 creates a new offence of corporate manslaughter under which it will be possible for the first time for companies and local authorities to be charged under this head

where gross failings of senior management have led to fatalities. **Employment Equality (Age) Regulations 2006.** Purpose is to outlaw discrimination in employment on grounds of age. Any association with proposals to increase retirement age must surely be coincidental!

Cases of interest?

Majrowski v Guy's and St Thomas' NHS Trust 2005. Provides an alternative potential civil law remedy for bullied employees which does not require them to resign and claim constructive dismissal or to establish a link with some form of unlawful discrimination based on sex, race etc. Provides some legal protection in an area

where it has long been lacking. **Commissioners of Inland Revenue v Ainsworth and Ors.** Remember this one? The Court of Appeal recently ruled that workers were not entitled to claim holiday pay when their sick pay had run out. The PCS union has decide to appeal to the House of Lords. Watch this space – again.

On a practical note

Q How much notice are you required to give if you wish to take Annual Leave?

A Notice equivalent to twice the number of days requested i.e one week's leave – two weeks notice. (Working Time Regulations 1998 s15)

Whole school staffing reviews

A recent change in legislation requires all schools (including Short Stay Schools) to undertake a staffing review for all staff (Support staff and

Teachers) by the end of 2005. The plan for the full review has to be implemented by December 2008. The reviews must be conducted with a view

to ensuring that the deployment of all staff and the allocation of responsibilities and duties are effective.

Given that the *Continued on page 6*

Conference Special

Memoirs of a conference virgin

Comrades, Sisters and Brothers!

A bit strong I know but it's how inspired I feel after the "Conference Experience".

I was very unsure of what to expect, the panic set in well before when the postal worker went off sick with a bad back due to all the literature I received from Unison. I thought I would be completely out of my depth. How wrong I was, it's about you and I the members making decisions about OUR union and what WE want it to do for US.

I felt totally humbled by the speakers from Cuba, Africa and Iraq, (who

were almost unable to attend due to difficulties obtaining visas). In addition, some of the delegates spoke movingly, three in particular:

■ A black gay man, whilst speaking in support of "Make Poverty History", announced to a hall of 2,000 that he was living with HIV positive.

■ A black woman sang to express her feelings about a national day of remembrance for slavery.

■ A woman who spoke of her experience of sexual harassment in her opposition to changes of the rules, regarding the length of time that members are expelled for.

For those of you who think it's just a "jolly", I have to say it's an exhausting experience. It's not just conference, there are also "Fringe Meetings" and being a novice of course I wanted to try everything. If you get the opportunity please see "Denial", a play that will hopefully be shown in the North West. I learned more about Unison in six days than I have being a member for ten years.

GET INVOLVED, GET ACTIVE, LETS MAKE A WORLD OF DIFFERENCE IN UNISON!

Paula Johnson
Social Services



John Mackey speaking on the pension's motion at the 2005 National Delegates Conference in Glasgow.

Lesbian, Gay, Bisexual and Transgender Members Conference 2005

Following the change to a UNISON lesbian, gay bisexual and transgender members group, the first LGBT conference will be held in Belfast on 18-20 November 2005. Any member who wishes to attend should contact the Branch Office to register their interest or ask for more details.

Members who are not out in their workplace can be assured that total confidence will be maintained and if they prefer can contact Carol Lukey, the Branch Secretary for more information.

NATIONAL DISABLED MEMBERS CONFERENCE

This will be held on Thursday 20 – Saturday 22 October 2005 at the Cedar Court Hotel in Bradford, Yorkshire.

Included in the programme will be workshops, debates on motions, guest speakers and a social event.

Any member, who defines themselves as disabled and is interested in attending this conference should contact the Branch Office as soon as possible on 01772 533072.

Building schools for the future continued from page 3

sector to a minimum, particularly when they could be detrimental for our members. In recent discussions UNISON have said a resounding no to wholesale staff transfers into the private sector. However, indications so far show the groups of staff who may be at risk are facility management staff e.g. site supervisors, cleaners, grounds maintenance and ICT staff. Any staff that do transfer will have their rights protected under the Best Value Code of Practice on Workforce Matters in Local Authority Service Contracts. In short, pension rights and other terms and conditions will be protected on transfer. Detailed discussions regarding workforce issues are at an early stage but

will gain momentum once the private sector partner is selected. UNISON is at the forefront of the dialogue between the County Council and Trade Unions and we will be involved in the final selection for the private partner.

Headteacher Designates have now been appointed and they are now busy working with Officers of the Authority on new staffing structures for the new schools. During the autumn term, UNISON will be involved in a huge consultation exercise with its members about the proposed staffing structures for each school.

There are over 1,000 staff employed at the existing schools and all of these staff will be subject to a redeployment process. A new procedure

to deal with the staffing consequences has been agreed and this will assist the process. Support staff in schools have never had the benefit of a redeployment agreement, unlike other colleagues in LCC. UNISON were successful in negotiating a three year salary protection for support staff, again a right that school support staff have not had in the past. A joint staffing commission will undertake the redeployment exercise for all staff and UNISON has a place on the commission when it comes to dealing with the support staff. An appeal mechanism has also been built in as a safeguard.

It must be recognised that this is a time of great uncertainty and anxiety for staff who work in these

schools. Not only will staff have to undergo a redeployment process, they will also have to work in temporary accommodation and potentially move workplace on a number of occasions during the interim period.

Whilst this level of investment in our Schools is to be very much welcomed it is the first time in Lancashire that such a huge project has taken place. UNISON is determined to ensure that the hard fought terms and conditions of our members will be protected.

We will keep you updated in further editions of Loud and Clear. For further information contact Elaine Cotterell, Elaine Brookes or Carol Lukey on 01772 533072 or at <http://lccintranet/education/bsf>.



Hackers Day Golf Competition

The Hackers Day Golf Competition took place on 1st July at Southport Municipal Golf Course, with 18 golfers turning out. A great day was had by all with Paul Taylor from Property Group, Resources Directorate taking the title.

Clay Pigeon Shoot

UNISON's first ever Clay Pigeon Shoot was held on 7 July at The Dolphin Shooting Ground in Longton. It proved a very successful event with Anthony Sergeant from Corporate Communications taking the trophy home. Hopefully this will become a popular yearly event. Many thanks go to David Mullineaux for organising the shoot.

Regional Cricket Competition

The Regional Cricket Competition began in July and Lancashire UNISON have started with a convincing 9 wicket victory over Burnley BC thanks to a second wicket partnership of 142 (Paul Danson 71 and Frank Holden 58). Our next round opponents will be Liverpool or Rochdale.

Easterby Cup - Golf

This year's Easterby Cup will take place on the 1 September 2005 at Fishwick Golf Club. Please contact Bernard Hargreaves on 01772 534542.

Football Football

Seven-A-Side

The Seven a Side League finished at the end of May with Social Services Preston retaining their Division 1 title by a massive 14 points.

A Social Services double was completed with Social Services HQ taking the Division 2 title in a more closely fought contest, pipping Clerks by 2 points. Both teams will play in the top division next season, replacing Education and Treasurers ITS who were relegated.

The next season is due to start in September and

a big welcome goes to Policy Unit who will make their debut in Division 2. Good Luck to the Policy Boys!

If you are interested in entering a team in the Seven-a-Side league then please contact the Branch Sports and Social Officers Nick Tonge or Paul Danson unison.sports@unison.lancscc.gov.uk to get your names on the waiting list.

Eleven-A-Side

The Pearson Trophy was held throughout June and July with the final being

played between the Division 1 Champions, Social Services Preston, and the Division 2 Champions, Social Services HQ.

On a really hot night, both teams served up a memorable final, with the underdogs, Social Services HQ, coming out comfortable winners by 6 – 2.

This is the first time The Pearson Trophy has been played since 1994 and it has been a great success. Hopefully, it will become a yearly event again.

If you are interested in entering a team in The



Pearson Trophy for next year then please contact Nick Tonge or Paul Danson unison.sports@unison.lancscc.gov.uk to get your names on the list.

Whole school staffing reviews continued from page 4

change legislation has been made so late into the academic year it is inevitable that schools are not going to get underway with the review until September. In larger schools it may be difficult for the review to be done by Christmas. However, many schools may have already undergone some sort of review more recently as result of School Workforce Remodelling.

A mandatory element is that all staff and recognised Trade Unions must be consulted. As the lead union for school support staff UNISON want this process to be undertaken correctly and we have already had discussion with Officers of the Authority about how the reviews are

to be managed.

It is essential that members are involved. If you are experiencing difficulties in your school please contact us at the UNISON office.

You may be aware that because of the Single Status agreement in the late 1990's there is a requirement on all employers in Local Government to undertake an evaluation of every job (JE). This will be a separate exercise to the one explained above. In relation to schools Teaching Assistants have already been done and an evaluation of Site Supervisors is well underway. Technicians are the group to follow. Job evaluation is a joint exercise between

management and the trade unions and will involve staff being interviewed. Again UNISON will be the lead union. Staff will need support through this process and it is essential for all staff to be a member of a union.

Finally, we are at the final stages of organising a number of 'surgeries' in all of the education districts and these will take place between August and November. Details of the surgeries will be circulated as locations are finalised.

If you know of colleagues who are not in UNISON or another recognised union please give them a form to join and make them aware of the important changes in the near future.

As reported in the last issue of Loud and Clear you may recall an article about Lancashire's success at the National Branch Organising Awards. Well here they are, receiving the award from UNISON's General Secretary Dave Prentice.

From Left to Right: Dave Prentice, Elaine Cotterell, Carol Lukey, Elaine Brookes and Heather Pitman.



What is the General Political Fund?

THE General Political Fund (GPF) was set up to allow the union to collect money from members specifically to fund political campaigning work.

It is not affiliated to any political party, but the money in the fund is used to support local campaigns, to give a boost to our big national political campaigns, and to pay for political advertising.

The GPF was originally set up as the old partner

union NALGO's political fund after two union members went to court to complain about money spent on political advertising. The court ruled that the union needed to set up a specific political fund.

What does the GPF do for UNISON members? Much of the high profile political campaign work you see from UNISON is paid for by the GPF.

The GPF funded a TV

recruitment advert 'You're one in a million', launched in October 2004

In the run-up to the local elections in May 2004, the GPF funded a number of adverts in local areas where the BNP were standing as well as adverts in national newspapers.

But it's not just the big things that the GPF funds. All sorts of national and local projects and campaigns benefit from receiving funding this

way. Recently these have included:

- Anti-racist events
- Campaign against closures of Homes for the Elderley in Lancashire
- Local campaigns against the Private Finance Initiative
- UNISON presence at various national and regional events
- Campaigns against council housing sell-offs.



UNISON
your
friend
at work

Local government pension changes revoked

THE government has revoked the parliamentary regulations that would have increased the retirement age for local government workers from 60 to 65.

When they were first announced in March, the regulations sparked off a ballot among UNISON's 800,000 local government members, in which 75% voted to strike.

The order to revoke the regulations is backdated to 1 April so that anyone caught by the changes will be recompensed.

UNISON general secretary, Dave Prentis, said he was pleased the government had kept its pledge to withdraw these regulations.

"We had a massive vote for strike action in local government, with other

unions prepared to join the action, which forced the government to think again. We suspended our action with the promise that the regulations would be withdrawn.

"We can now get into talks about securing the future of the local government pension scheme with nothing ruled in and nothing ruled out – a fresh start."