

**THE**

# FACTS

**B**riefings for managers are currently underway across LCC in preparation for the release of information about your new pay and grade together with the final terms and conditions package.

We understand that a particular spin is being put on these briefings in relation to the position of the unions in the job evaluation process attempting to move the responsibility from the employer to us.

**FACT** Single Status was a national joint initiative promoted by the EMPLOYER to move to a common set of terms and conditions for Manual and APT&C employees resulting in the Green Book which replaced the Purple and White Books. A national job evaluation scheme formed part of the Green Book this was a **JOINT** agreement in 1997.

**FACT** The 2004 pay settlement set a deadline to complete Job Evaluation by 2007.

**FACT** Current legislation puts a duty on employers to maintain an equality proof pay and conditions structure. The Equal Pay Act has been around since 1970!

**FACT** UNISON has been fully involved with the NJC JE process since 2005 to the end of the process.

**FACT** We have observed at some HAY evaluation panels and have made some comments on quality assurance issues on HAY evaluations.

**FACT** The decision as to which pay structure to implement has been an employer decision.

**FACT** We have agreed the NJC job profiles for the Business Support roles and were aware of the job profiles for HAY evaluated jobs. There were 15 role profiles which have been squeezed into 12 Grades – hence the depression of the payline.

**FACT** Whilst it is unfortunately true that any JE exercise will produce some losers in terms of grade, the pay structure implemented by LCC will produce far more than necessary because of the decision to cut costs and implement a 12 grade structure.

**FACT** Terms and conditions have been driven down to attempt to offset the cost of implementation. This is a politically driven, budget decision.

**FACT** If you think your post is wrongly graded or you have been given the wrong profile, **IT IS YOUR RIGHT TO APPEAL AND YOU SHOULD NOT BE PERSUADED OTHERWISE.**

**IF YOUR MANAGER IS UNCERTAIN OF THE FACTS PLEASE FEEL FREE TO PASS A COPY OF THIS LEAFLET ON.**



**WE NEED YOU!**



If you are already a member, you do not need to complete this form, please pass to a non-member.



# Unison Application Form

Please fill in this application form in **BLOCK CAPITALS** and send it to the address shown below.

## 1. YOUR PERSONAL DETAILS

Mr/Ms/Miss/Mrs/Other	First Name	Other Initial										
Surname		Date of Birth / /										
Home address												
Postcode	Home											
National Insurance No. (from your payslip)												
<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </table>												

How would you describe your ethnic origin?

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

Please tick this box if you require materials in a different format (e.g. large print or Braille) - be sure to supply contact details below

Please give a telephone number/voice/text/email address for UNISON to contact you - indicate if work or home

## 2. YOUR EMPLOYMENT DETAILS

Employers Name
Job Title/Occupation
Department/Section
Workplace Address
Postcode
Payroll No.

Please return your completed form to the Branch Office, Room A38, County Hall, Preston PR1 0LD

## 3. WHAT YOU WILL PAY FROM 1 OCTOBER 2003

Please tick your earnings before stoppages

Weekly Pay	Annual Pay	✓	Band	Per Week	Per Month
Up to £38.47	Up to £2,000	<input type="checkbox"/>	A	£0.30	£1.30
£38.48-£96.16	£2,001-£5,000	<input type="checkbox"/>	B	£0.81	£3.50
£96.17-£153.84	£5,001-£8,000	<input type="checkbox"/>	C	£1.22	£5.30
£153.85-£211.53	£8,001-£11,000	<input type="checkbox"/>	D	£1.52	£6.60
£211.54-£269.23	£11,001-£14,000	<input type="checkbox"/>	E	£1.81	£7.85
£269.24-£326.92	£14,001-£17,000	<input type="checkbox"/>	F	£2.24	£9.70
£326.93-£384.61	£17,001-£20,000	<input type="checkbox"/>	G	£2.65	£11.50
£384.62-£480.76	£20,001-£25,000	<input type="checkbox"/>	H	£3.23	£14.00
£480.77-£576.92	£25,000-£30,000	<input type="checkbox"/>	I	£3.98	£17.25
£576.93-£673.08	£30,001-£35,000	<input type="checkbox"/>	J	£4.68	£20.30
£673.08 +	Over £35,000	<input type="checkbox"/>	K	£5.19	£22.50

Please tick the appropriate box to indicate how often you are paid

- Weekly  
 Fortnightly  
 Four Weekly  
 Monthly

Please tick this box if you are a student member in full-time education (including student nurses or modern Apprentices). Your subscription is £10 per year.

## 4. POLITICAL FUND

UNISON'S **Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON'S **General Political Fund (GPF)** is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below.

Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

## 5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide to UNISON information to keep my records up to date.
- I authorise deduction of the following political fund payment as part of my subscriptions: *Tick one box only*

Affiliated Political Fund

General Political Fund

Now please sign and date below.

Signature

Date

If you have been a member of a trade union before, please state which one below:

### DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes. We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want to receive any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box.

If you tick either of these boxes then you will be removed from the appropriate mailing lists as quickly as possible but for administrative reasons this may take a couple of months.