



Fair pay today

Public sector pay is beginning to fall behind again and that will throw up huge problems of recruitment and retention... more on page 3

NEC ELECTIONS

Ballot papers will be distributed for the NEC Elections from Monday 16 April. The Branch has nominated the following members:

Carol Lukey	Female Seat	North West Region
Angela Bowen	Female Seat	North West Region
John Mackey	Male Seat	North West Region
Mark Clifford	Additional Member Seat	"Lancashire Branch members are encouraged to support the Branch nominations." Carol Lukey Branch Secretary
Lynne Poulton	Local Government Women's Seat	
Carole Maleham	Local Government General Seat	
Mark Fysh	Local Government Male Seat	
James Anthony	Young Member's Seat	

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3rd May - register to vote

May will see key elections that could have a major impact on public services and their provision across the country – and on the health of our democracy.

These elections provide an opportunity to make sure that UNISON's campaigns on services provided by local government and the NHS are high on the political agenda. And, given the BNPs continued push for false respectability through the ballot box, the elections will also provide a focus for the union's anti-BNP campaigning as well.

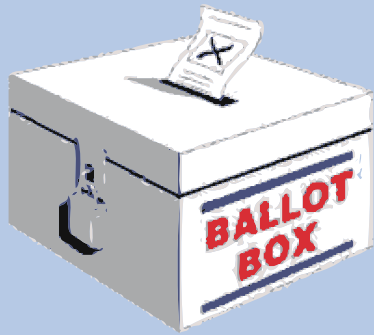
But for UNISON members to make sure that their voices are heard and have an impact, it is vital that as many people

as possible actually use their vote.

For many people postal voting is the most convenient way, but new rules now apply in England (and Wales) to tackle potential fraud. Anyone can register to vote by post, but will need to provide a date of birth and signature.

Those who are listed as having a postal vote were elections are being held should have received a new registration form from their council in January, followed by a reminder 21 days later. If potential voters do not fill in and return the form in a further 21 days there name will be removed from the postal vote list – although

continued overleaf ▶



PLEASE USE YOUR VOTE ON 3 MAY

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they can still vote at a polling station. Even if members have missed these deadlines – or they have not used a postal or proxy vote before – they can still contact their local council and ask them to send a postal vote registration form before 18 April and they will be asked to provide their date of birth and signature.

Alternatively visit the electoral commission website at aboutmyvote.co.uk and download a postal vote application form. This website also provides details of local council electoral service departments in case members need help with filling out the form.

The new process is designed to make voting as secure as it can be. Democracy requires access, integrity and participation in elections and the new measures should help prevent fraud and give everyone confidence. Although it may be a little inconvenient, asking voters to sign their form and to confirm their date of birth will help make their vote safer. ED

update

LOCAL GOVERNMENT PENSION SCHEME Where are we now?

Three years ago the Government declared war on public service pension schemes but extensive negotiations and a campaign including last year's industrial action has led to proposals which include:

- A guaranteed final salary scheme
- An improved accrual rate – from 1/80 to 1/60 of final salary for every year worked
- Pensions for unmarried partners
- Improved death-in-service benefits

The full list can be found on UNISON's National website under the 'Campaign' box and then click on 'pensions'.

There are some outstanding issues such as:

- Improving protection for the Rule of 85 (which allows some members to retire at 60 years old with an unreduced pension) from 1 April 2016 to 1 April 2020
- Contribution rates for part-time workers and those currently on a protected 5% rate
- Clarification of the ill-health retirement options

Whilst the campaign has been a long one the achievements are better than we might have hoped and our negotiators are to be congratulated. Once negotiations are concluded and the final proposals are produced,

ALL UNISON members eligible to be members of the LGPS will be balloted on the package. The options in the ballot will be clear and members will be asked whether they accept the proposals or, if not, whether they are prepared to take substantial and escalating industrial action.

If you want to see exactly how the proposals to date affect you, visit UNISON's National website (www.unison.org.uk) search for Ready Reckoner in the search box and get an individual projection based on your own circumstances for existing and new schemes.

Carol Lukey
Branch Secretary

New kid on the block

We are delighted to announce that Ashley Bramwell will be joining the Equal Pay Review Job Evaluation team as a full time UNISON TU Secondment with effect from April 2007.

Ashley has been given a temporary secondment from Heysham High School to provide the additional consultation and representation necessary during the implementation of Job Evaluation (JE) within LCC.

Ashley has a number of years experience with

the Lancashire Branch of UNISON and also previously as the Branch Secretary of another Trade Union

Ashley will be working closely with his UNISON colleagues in producing regular JE bulletins and notices.

Roger Wells

PAY CLAIM 2007-8

'Have a Heart – give us fair pay' was the message when local government unions handed in their 2007-8 pay claim on Valentine's Day.

'With strong messages from the Treasury that public sector pay increases should be kept below 2%, pay will become an important issue for our members this year' said Dave Prentis UNISON's General Secretary.

'Public sector pay is beginning to fall behind again and that will throw up huge problems of recruitment and retention'.

At the end of January, the Retail Price Index was 4.2%. In December it had topped 4.4% - the highest figure since 1991. And as we all know big increases in energy, transport and housing costs over the past

year have eaten further into our pay. Local Government members pay has slipped back against the private and other sectors. Our claim seeks to catch up – so any talk of below 2% is unrealistic.

The pay claim is on behalf of 1.3 million workers, more than 60% of whom earn just £15,825 or less a year – around £8,000 less than the national average. 75% of these are women.

What does the pay claim call for?

- ♥ Any deal to be for one year only
- ♥ A minimum hourly rate of £6.30
- ♥ The greater of 5% or £1,000
- ♥ An increase of one days annual leave for all employees

- ♥ An increase in the basic annual leave entitlement to 25 days for all employees
- ♥ A reduction in the standard working week to 35 hours without loss of pay
- ♥ An increase in the night shift allowance over three years from time and a third, to time and a half, to time and three quarters, to double time in the final year
- ♥ An increase in the sleep-in allowance to £60

In the last three years local government staff have been treated less favourably than other public-sector workers despite working alongside them. The gender pay gap has narrowed very little the government and councils have failed to provide funding for Single Status pay and grading review, ten



years after the Single Status Agreement.

It is well know that local government has problems with recruitment and retention and that any new settlement needs to address this and specifically the low pay of women. The 2007-8 claim is a mixed one that keeps pace with inflation for all but calls for some bottom loading for the lowest paid.

The Branch will be sending out further information on the pay talks as they progress through our stewards network and this will be available on our website www.unisonlancs.org.uk.

Janet Whalley

Farewell Sam

We're sorry to say that one of our Branch Office staff is moving on to pastures new after nearly 24 years with the Branch.

Samantha Jones, (aka Barnes and Murray) who started work for the Branch in August 1983, will of course be sadly missed. Anyone visiting the Branch Office over the last two decades will be familiar with Sam's friendly smile and her dulcet tone, though

her frequent changes of hair colour may have confused some.

During her blonde phases she has made some memorable contributions to the debates which characterise life in a trade union office.

When talking about the 'speaking clock' Sam said "I bet that's a boring job". In a discussion about 'Leyland Bus' Sam asked "are they the green ones

with 'Fishwick' on the side that go through to Leyland" and when the then Branch Organiser, Alban Bamber was talking about the Queens Speech' Sam told him she usually watches something else on Christmas Day.

Sam has accepted a role with the National Union of Journalists at their Regional Office in Manchester. Our loss is their gain.

We would like to take this opportunity to wish Sam every success in her new job and in future.



YOUR BRANCH OFFICERS FOR 2007/2008

The following Officers were ratified at the Annual General Meeting which took place on Thursday 8 March 2007.

Branch Chair	Roger Wells
Branch Vice Chair	Steve Kirby
Branch Secretary	Carol Lukey
Assistant Branch Secretary	Elaine Cotterell
Branch Treasurer	David Flannagan
Assistant Branch Treasurer	Vacant
Branch Education Co-ordinator	Janet Whalley
Assistant Branch Education Co-ordinator	John Fletcher
Branch Services to Members Officer	Ballot to take place
Branch Health and Safety Officer (two posts)	Ballot to take place
Branch Welfare Officer	Rosemary Cunningham
Branch Equalities Officer	Norma Norris
Branch Sports and Social Officer (job share)	Nick Tonge & Paul Danson
Branch Affiliated Political Fund Officer	Elaine Cotterell
Branch Young Members Officer	Vacant

Elections took place for the following:

Services to Members' Officer

Dawn Williams Elected

Health and Safety Officer

John Mackey Elected
Daniel Heys Elected

Following the Annual General Meeting expressions of interest were invited from the Branch Committee to fill the four Branch Convenor posts; nominations closed at 1200 noon on Tuesday 3 April 2007 nine stewards put their names forward along with election addresses and here are the successful candidates who will serve for the next 12 months:

Rosemary Cunningham
John Fletcher
Norma Norris
Janet Whalley



Youth and Community Service and Connexions Service merger

The merger between the Youth and Community Service and the Connexions Service will start to take place from the beginning of April. Almost 300 Connexions staff will rejoin the county council and the TUPE transfer will be completed at the end of March. Both Services will continue to operate as normal until the merger is completed at the end of July.

This is a tight timetable as there are some difficult structural obstacles to overcome in streamlining both groups of staff into the new Youth Support Service. The merger will necessitate some Voluntary Redundancies but it is anticipated that all staff who wish to continue in the new service should be able to do so or be accommodated elsewhere within the authority.

Discussions are on-going in order to secure the best possible terms and conditions for all staff within the new service and UNISON is at the forefront in determining these. If members from both groups wish to contact stewards in order to discuss the merger the following are your representatives on the Interim JCC

- John Fletcher
- Brenda Lynton-Escreet
- John Tully
- Carole Power
- Sue Wright

Please contact any of the above stewards through the branch office on 01772 533072

UNISON welcomes its new Connexions members into the branch and we look forward to providing new and existing members with a first class service.

John Fletcher

Don't break up our public services

UNISON's Positively Public campaign is maintaining momentum, widening the already broad spectrum of staff and users, activists and lobbyists working for public services.

'We are going to continue defending our schools, our social services and our hospitals wherever necessary' says Dave Prentis. 'We will take action to defend our members and oppose privatisation. At the same time, we want to make a serious contribution to developing and taking these services forward, in ways that don't involve privatisation and the market'.

At Westminster UNISON joined the TUC lobby in defence of public services where our General Secretary made an impassioned speech in which he said that 'we have no alternative but to fight against a government many of us worked hard to get elected'. A few

days earlier, UNISON co-hosted the Voices for Real Reform summit with the pressure group Compass. 200 delegates were urged to lay the foundation for constructive and informed proposals that could be put to a post-Tony Blair government.

'The key message of the summit is that we have made a fresh start at addressing these issues' said Mr Prentis. 'UNISON has brought together specialists in every area, along with front-line members and started the process of looking at how we want public services to be developed. The task now is to take this work forward, to debate and advance the ideas that arose in the summit and go back to government with them.

The summit's conclusions illustrate the widespread and deeply-felt concerns that discussion of public-service reform has been distorted by a 'distracting emphasis' on market mechanisms and

private-sector involvement. In theory such reforms have been thought to offer a route to consumer choice, competitive discipline and managerial innovation, instead they have foundered on the fact that such solutions are not readily applicable to the practical realities of public services, which entail complex roles and relationships within and across services and with service users and wider communities.

With a similar model of reform applied to sector after sector, common problems have arisen including:

- Fragmentation of integrated delivery systems
- Deterioration of working conditions
- Short-term cost-cutting and distortion of priorities
- Compromises to the principles of social equity and public accountability that should underpin all public-service provision

In service after service the model has seen public organisations broken up into self-standing units and forced to compete with each other and with independent providers. Mixed messages and continual instability have created an unhelpful atmosphere of crisis and conflict that is corroding public trust in the claim made by politicians about the real benefits of increased investment in public services.

UNISON has identified priorities in seven crisis area in public services – home care, children and young people's services, education, library services, probation, health and housing. Among the positive aspirations are an emphasis on the professionalism of staff, continuity and consistency of service provision, adequate funding, accountability and the empowerment of staff, users and communities to shape services – and a decided NO to marketisation. ED

UNISON: Your friend at work

Your Friend at Work: Just as the popular slogan says, this is what UNISON is and has been to many employees facing disciplinary action. I am happy to report that UNISON has recently (and also not so recently) successfully represented a significant number of members – who have been

suspended following serious allegations made against them in the workplace.

The practice of suspension prior to investigation is widely used, this causes distress and anxiety particularly as contact with colleagues is prohibited leading to isolation and often self-doubt

regardless of the individual's innocence. There is often a prolonged time lapse following suspension in order for an investigation to be carried out to establish the facts, there is then another time lapse should it be decided that disciplinary action is recommended. This process may seem fair and

just to a victim of bullying, harassment or victimisation and it is often the only way for them to feel safe at work. UNISON clearly supports the well-being and protection of employees we do, however, represent the alleged perpetrators in these cases.

It is this last point that has
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united

Members in schools may not be aware that UNISON's Education Workforce Unit produces high quality information news sheets which are published in the form of circulars. Many of them summarise legislation relating to schools or DfES guidance. Much of this information and guidance will not be readily available in schools and I thought it may be helpful to outline some recent circulars.

During the last couple of months guidance has been issued in relation to the:-

- Gender Equality Duty (GED)
- Disability Discrimination Act (DDA) and Schools
- New Powers to screen and search pupils for weapons
- Slips and trips in education establishments

The Gender Equality Duty;

Is in effect from 6 April 2007.

It requires public authorities, when carrying out their functions, to have due regard to the need:

- To eliminate unlawful discrimination and harassment
- To promote equality of opportunity between men and women

Transgender people are also covered by the Duty, in as far as public bodies are required to have due regard to the need to eliminate unlawful discrimination and harassment in employment and vocational training for people who intend to undergo, are undergoing or have undergone, gender re-assignment.

The Gender Equality Duty is intended to address the causes of persistent gender inequality – for women and men, girls and boys. It should help to target and tackle stereotyping, discrimination and sexism. Women are more frequently disadvantaged by policies and procedures which do not recognise:

- Their greater caring responsibilities
- The differing pattern of their working lives (maternity leave, career breaks, part time working)
- Their more limited access to resources (occupational segregation, training opportunities, low pay)
- Their vulnerability to domestic abuse

Men are disadvantaged by, for example, workplace cultures which do not recognise their caring role within the family and by health and education services which do not meet their needs.

The general duty of the DDA and Schools

(circular ED 07/07) requires that a school should have due regard to the need to:

- Eliminate unlawful disability discrimination and harassment
- Promote equality of opportunity and positive attitudes towards disabled people
- Take account of people's disabilities, even if this means treating them more favourably
- Encourage participation by disabled people in public life

The "Managing medicines in schools" and early years settings (ED26/06) circular is designed to give professional advice to staff with responsibility for working with children on changes that may arise from the DDA. One of the key points that the guidance makes is that although the administration of medicine is not a mandatory responsibility for teaching staff, schools should ensure that they have sufficient members of staff who are employed and appropriately trained to manage medicines as part of their duties. The guidance is explicit in that this responsibility is voluntary, even if it is part of the support staff job description. The employer should seek volunteers and not impose this responsibility.

As part of the "Violent Crime Reduction Act" the Government is introducing new proposals -The New powers to screen and search pupils for weapons" (ED11/07) which come into force on May 31st this year. Headteachers or authorised staff will be given powers to

search pupils who they suspect are carrying a knife or other weapon without consent. UNISON has been involved in drafting guidance in an effort to ensure key safeguards are in place for school staff.

Key features include:

- The Headteacher must have a reasonable suspicion that an unlawful weapon is present before authorising a search to take place.
- Staff undertaking the searches must be; of the same sex as the pupil searched, properly trained and authorised by the Headteacher to undertake the search.
- Two members of staff must be present during the search.
- Support staff, except Security Guards, can not be required to undertake searches as part of their job.
- Staff should ensure their school is adequately insured before the search is undertaken.

It is expected that the authorised staff will be senior members of the teaching staff. Staff who undertake the search, or who are the 'second person' present must have lawful control or charge of the pupils. Teachers have automatic lawful charge and support staffs do not unless specifically authorised by the Headteacher. Therefore support staff, other than security staff should not be expected to either undertake a search or be the 'second person' during the search.

The final circular will be of special interest to our members in catering and cleaning as it relates to slips and trips in educational establishments.

The Health and Safety Executive (HSE) has launched a campaign to reduce the number of accidents in schools and other educational settings and they are currently visiting such establishments in order to fully understand the key issues that the sector must tackle. The HSE are proposing to:

- Seek to influence schools through the local authority, governing bodies and safety reps
- Exploring holding events.
- Produce and cascading publicity materials
- Ask Inspectors to raise slips and trips during routine inspections and provide further support as appropriate
- Create support web pages on the campaign on the HSE website and link to relevant web sites
- Work with schools and the DfES building designers to update guidelines regarding the design of schools and the prevention of slips and trips

The full circulars are available in the UNISON website www.unison.org.uk/education/schools.

The Branch has also posted out the circulars above to school stewards and mailbox contacts for distribution in their schools. Please check whether your school has a Rep or mailbox, if you don't you could be missing out on important information.

If you would like to be a Rep or mailbox please call the Branch Office on 01772 533072 or e mail UNISON@unison.co.uk

Elaine Cotterell

UNISON: Your friend at work

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caused me concern in several recent cases.

I have represented members facing serious allegations who have been subsequently completely exonerated at a disciplinary hearing, that is to say that they are found innocent. The immediate reaction is obviously relief, what then follows is the realization that their reputation has been damaged, they have suffered via the suspension process (often with lasting effects on partners and family) and the person/persons who made the allegations do not appear to face any action at all.

The cases I am referring to are the minority where the allegations are demonstrably at best, exaggerated, at worse clearly dishonest and or malicious.

Without UNISON support and representation throughout the investigatory/disciplinary process many members would, on their own admission, have simply resigned, so powerless do they feel. To engage private representation /legal advice is prohibitively expensive to most employees. UNISON subscriptions. when balanced against possible job loss or failure to obtain further employment would seem good value to most people .particularly if they have been unfortunate enough to face the described proceedings.

It is not my intention here to suggest that members cleared of all charges are always the innocent party, victims are sometimes left feeling that the perpetrator has got away with everything, it's not a perfect process. I am, however, concerned that when a witness has been shown to have been dishonest or, as in a recent disciplinary hearing, their own manager has admitted that the witness had also deceived them about facts that determined whether or not there was any case to answer, there does not seem to be an appropriate strategy in place to deal with this.

The time taken up by investigations and disciplinaries is enormous, expensive and does not usually leave the employees involved feeling either satisfied or even vindicated. The cost to innocent parties is incalculable. both personally and professionally. I would welcome any comment from readers who have experienced unfair/malicious allegations any contact will be treated in strictest confidence, as my observation, based on recent cases, is that we really do need a fairer way of dealing with innocent victims throughout the investigatory/disciplinary process.

Norma Norris

Branch Equalities Officer 01772 533072

Need a break?

Could you really do with a break – is there anything UNISON can do? UNISON Welfare, our registered charity, is aware of the pressures on UNISON members and the obstacles to achieving a happy work-life balance. Our 'well being' breaks can provide relief from the stress of daily life and time away from difficult circumstances. We can help with all or part of the costs of a break depending on the member's financial situation. The breaks are delivered in partnership with the Family Holiday Association, a national charity that provides holidays for families in need. For example, they can arrange a stay in self-catering accommodation in a chalet or caravan at selected UK centres or you can organise accommodation of your own choosing.

How do the family holidays and outings work?
They are designed to provide a holiday for members and their families who are experiencing difficult circumstances and who have not had a holiday for at least four years.

Although the holidays are normally for a week, UNISON Welfare recognises that circumstances sometimes mean a shorter break or day trips are preferred. UNISON Welfare defines a 'family' as dependent children in full-time education aged 3 to 18 years or who have special needs, and those with day-to-day responsibility for their care such as parents (including same-sex parents), grandparents or older siblings.

Do-it- 4-Real Camps

Summer camps, managed by the Youth Hostels Associated and funded by the Big Lottery Fund, specifically for children aged 11 to 17 in England. To find out more visit www.doit4real.co.uk.

Get-well Breaks

Designed for any members with or without children, or their dependants, who are recovering from illness (including stress), an accident or an operation and who do not need nursing care. We are also able to provide respite breaks for carers and breaks following loss of a partner or dependent child. Breaks are also available for terminally ill members.

Interested?

2007 application forms and guidance for wellbeing breaks can be downloaded at www.unison.org.uk/welfare or contact the Branch Welfare Officer, Rosemary Cunningham, on 01772 533072 or e-mail rosemary.cunningham@unison.lancscc.gov.uk.

Adult Education tackling the cuts

Cuts to adult education are continuing at such an alarming rate that UNISON joined the University and College Union in a lobby of Parliament on 28 February to alert MPs to the damage that is being done.

Courses have been axed, fees increased and staff made redundant, while restructuring and uncertainty are rife for those workers remaining in the sector.

UNISON is concerned at the impact of cuts on the wider skills agenda, but is also aware that cuts are causing a specific impact on the teaching of English as a second language (ESOL). This has particular effect on migrant workers in social care, school catering and the health service, who will lose the right to free English classes.

In London alone 600 NHS workers were identified with training needs 400 of whom had ESOL requirements. The changes to funding mean that costs will move from the public purse to the individual for many unless employers make a contribution.

As the government is concerned they can't afford to meet the demand so they are going to cut it and the effect this will have on training programmes is obvious. There is an enormous amount of migrant labour in the residential-care sector. But if you can't communicate with people it's difficult to deliver effective and responsive care.

The government has repeatedly stated that spending on further education has risen, but

its current educational priorities mean that the total amount available for people aged 19 and over has fallen by 3%. Further education colleges and local authority adult education services face tough choices about the broad range of courses that they run for adult learners.

In particular, lower-level, short and leisure courses are under threat, even though they are often vital stepping stones for people coming back into education later in life. They are also taken by people wanting to learn for their own personal and social development. It is widely accepted that such learning has associated mental and physical benefits particularly for the elderly.

Adult education courses currently receive a subsidy of 72.5%, meaning that learners or their employers pay 27.5% of the cost. But the government has issued fees guidance to colleges instructing them to gradually decrease the level of subsidy to 50%, which means substantial fee rises which could lead to falling enrolments, meaning further increases in fees, more drops in enrolment and, eventually course closures.

Many members are already engaged in local campaigns. UNISON wants to encourage more members to get involved.

A campaign pack can be downloaded from unison.org.uk/education/further/campaigns. The union needs current and accurate information about the cuts and has an online survey so members can share this at unison.org.uk/file/A3625b.doc .ED

UNISON National Health & Safety Seminar 2007

This first National Health & Safety Seminar held by UNISON was well attended by Health & Safety Representatives from around the country.

UNISON's General Secretary, Dave Prentis, should have opened the seminar but due to a back injury was unable to attend, therefore Assistant General Secretary Keith Sonnet took on the task – perhaps Dave would have benefited from the seminar on Better Backs!!

After the introductions had taken place we heard from Mick Antoniw (representing Thompsons Solicitors) who spoke on the Corporate Manslaughter Bill, he is a leading solicitor on the issue

and has written numerous articles on the subject. The Bill is due to go through Parliament for its final reading, something that all trade unions have been campaigning for. The Bill which is welcomed by trade unions does not meet all our wishes but it does go a long way to meeting most of our objectives. Company Directors from large organisations will be, for the first time, held responsible for employee's deaths at work unless it can be identified that an individual was responsible.

Workers Memorial Day which is held on the 28th April each year remembers those people who died whilst carrying out their duties in the workplace and for thousands of people who have lost limbs or contracted

diseases which either lead to a slow and painful death or affects their quality of life. It is about time that employers are held responsible for their actions and put employee's first rather than profit.

The seminar was split into one hour sessions before and after lunch on specific topics, I found that this was not enough time specially for the first topic in which I participated (Organising Around Health & Safety), though this was a useful topic the actual course that is run on the topic is over four hours long, a little difficult to cram it into a one hour session and have discussions around the subject. The second topic I participated in was HSE Better Backs Campaign, this was excellent, I came away with a new tool to measure

risk in manual handling. I will be speaking to our Health & Safety Officers regarding this tool and getting it out to our Health & Safety Representatives.

Overall the day was good and hopefully this seminar will become a regular event. The only criticism I have is that it would have been more beneficial if it concentrated on UNISON's up and coming campaign (Sickness Absence), which I was unable to participate in and the HSE Better Backs Campaign. I feel this would have given our union a better focus to go out and make a difference. The venue was excellent and was great to see my old town after 22 years and how much it has changed.

David Flannagan

LANCASHIRE COUNTY COUNCIL CREDIT UNION

Supported by Lancashire UNISON

Farepak Fiasco

Do you remember the FarePak fiasco last Christmas? – if not many of our members who lost their hard earned savings when the company collapsed most certainly do. These were people who knew Christmas would be difficult and had planned ahead to make it easier. There was strong criticism of financial institutions who allowed people to go on contributing when they knew that the firm was in difficulties.

This year why not join Lancashire County Council's Credit Union? It is easy just contact us at Room A9, County Hall, Preston PR1 8RE or telephone 01772 532296 or e-mail credit.union@css.lancsc.gov.uk. You can also access our details via Lancashire County Council's intranet under C for Credit Union. Savings are deducted straight from your salary which makes it very easy to save; the Credit Union also offers low cost loans to employees. Join now and be prepared for Christmas 2007.

Win a luxury break in Monte Carlo

Enter UIA's fantastic free prize draw and you could enjoy a three-night break for two to Monte Carlo, the Queen of the Riviera, at the sumptuous Hotel De Paris located next door to the world famous Monte Carlo Casino. Including return flights from a major UK airport to Nice and return helicopter transfers from Nice to Monte Carlo.

Visit www.unisoninsurance.co.uk for full details and your chance to win.

Good luck!

Prostate cancer

FACT

Each year nearly 32,000 men in the UK are diagnosed with prostate cancer and more than 10,000 die from it. It has become the most common cancer in men and mainly affects older men over the age of 50 years.

CAUSES

The causes are not fully understood yet, but it appears to be associated with a high-fat, high-meat, low-vegetable diet. Men with a strong family history of prostate cancer are at greater risk of developing the disease. Ethnic origin also seems to play a role, for example Afro-Caribbean or

African-American men are more likely to develop the disease than Asian men.

Prevention

A healthy, low-fat diet may help prevent this type of cancer. Eat the recommended amount of fruit and vegetables a day – including plenty of tomatoes – and reduce your consumption of red and

processed meat.

Make sure you get plenty of selenium, vitamin E and lycopene (found in tomatoes) in your diet as these may protect against this disease. For more information contact the Prostate Cancer Charity where information and literature can be obtained – telephone 0800 074 8383 or check the website; www.prostate-cancer.org.uk

Health news

PANTS to Ovarian Cancer

Every day, 12 women in the UK die from ovarian cancer. It is the 4th most common cancer in women and the most common gynaecological cancer, with almost 7,000 cases diagnosed each year.

- 85% of cases are diagnosed in women over 50 years
- Most women are diagnosed with advanced disease. Currently only 30% of women with ovarian cancer will be alive after five years because it is often not detected until the cancer has spread
- The UK survival rate is amongst the lowest in the Western World and has not improved significantly in over 20 years
- If the cancer is caught in

the earliest stage, up to 95% of women will be alive after five years.

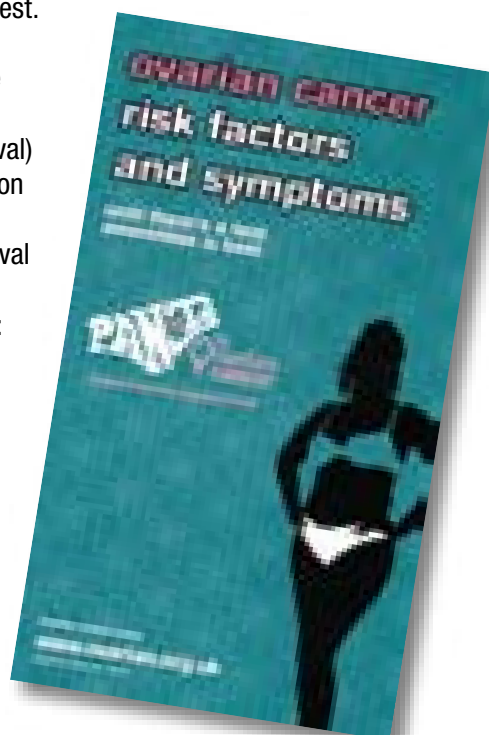
Recent research shows that almost all women experience symptoms, even in early stage disease, so until there's a test, awareness is best.

PANTS (Positive Action Now Targeting Survival) is an organisation dedicated to improving survival rates of ovarian cancer through:

- Funding research
- Raising awareness
- Empowering sufferers to voice their concerns and priorities

More information is available at www.ovarian.org.uk or calling on 020 8238 7605, Monday to Friday between 0900 and 1730

► See enclosed leaflet for more details-ED





UNISON organise a variety of social and sporting events for the benefit of their members. If you would like to join in on any of the events you must be a member of UNISON. We have organised some excellent sporting events over the years including golf days, fishing trips, ten pin bowling, cricket, clay pigeon shooting and football competitions. If you have an interest in any of the below please [contact us](#).

- A Day at the Races
- Archery
- Clay Pigeon Shoot
- Cricket - Gater Cup
- Golf - Easterby Cup
- Golf - Hackers Days
- Football- 11 a side
- Football - 7 a side
- Invitation from Preston City Caribbean Carnival
- Mixed Rounders Competition
- North-West Regional Cricket Competition
- Photographic Society
- Rifle Range
- Any Suggestions?

A Day at the Races

UNISON are planning another day at the races after a very successful trip to Carlisle Race Course in August 2006. Once again the day will include a coach to the event and tickets to the stand. Further details regarding cost and venue will follow but if you are interested please contact unison.sports@unison.lancscc.gov.uk to add your name to the list.

Golf Hackers Days

This year we are planning 2 days golf for novice/non golfers. The venue is Garstang Golf Club. The first day will be 4 May 2007, with the second scheduled to take place on 14 September 2007. The format will remain the same with 9 holes in the morning and 18 holes in the afternoon. Male and female entries are welcome. For information/booking please contact unison.sports@unison.lancscc.gov.uk.

Golf Easterby Cup

Entries are welcome from golfers with a valid handicap to enter the regional tournament. For information/booking please contact bernard.hargreaves@env.lancscc.gov.uk.

Gater Cup Cricket

Entries are invited for the annual cricket competition. If you feel like you can enter a team of 11 cricketers then please contact unison.sports@unison.lancscc.gov.uk We are hoping to start the competition early to give us the best chance to catch the good weather.

Clay Pigeon Shoot

The event will be held on Thursday 19th July 2007 at the Dolphin Pub and shooting ground at Longton. You will shoot around 30 clays and pie & peas will be served in the pub afterwards. The cost for this will be £18 for UNISON members. If you are interested please contact unison.sports@unison.lancscc.gov.uk

lancscc.gov.uk This event is for a limited number, so it will be first come first served.

Rifle Range

The rifle range was a new event in 2006. 2 events were held at the Leyland Motors Rifle Range in Leyland with great success. Entries are invited on a first come first served basis, for this event, which will take place in October/November 2007. For information/booking please contact unison.sports@unison.lancscc.gov.uk.

Archery

The event will be held on Wednesday 20th June 2007 at Nabs Head Lane, Salmesbury, starting at 7pm. The event will consist of a small competition and will last 2 hours. Each bowman can expect to shoot between 4 and 5 dozen arrows and we will be shooting at 10 yards. The cost of the event is £10 for UNISON members. If you are interested please contact unison.sports@unison.lancscc.gov.uk This event is for a limited number, so it will be first come first served.

Mixed Rounders Competition

After failing to find a venue for the competition last year, we hope to have better luck this year. Entries are invited for teams of nine people (5 women and 4 men) to enter a mixed rounders competition. This event was very popular a few years ago and we're looking to get the competition up and running again this year. For information/booking please contact unison.sports@unison.lancscc.gov.uk.

Football 11-a-Side

(The Dennis Pearson Trophy) After the huge success of the Pearson Trophy last year entries are once again invited for the 2007 competition. If you feel you can enter a team to challenge last years winner's (Policy Unit) then please contact unison.sports@unison.lancscc.gov.uk

Continued overleaf

7-a-Side

Congratulations to Social Services HQ and LFRS on winning the 1st and 2nd division titles. The 7 a side league season is currently being played. We have room for another team if there are any teams wishing to enter. If you think you have what it takes to manage a team to the top, get in touch with us unison.sports@unison.lancscc.gov.uk. There is also always room for extra squad members for our 16 strong teams.

UNISON North West Regional Cricket Competition

Lancashire UNISON are the present holders of the shield (2006). We are hoping to complete the 2007 competition early this year with a away semi-final fixture against Oldham or Blackburn. The winners will play the final, a home fixture, against Liverpool. The draw for 2007 has not yet been made but we are hoping to complete the games within the 2007 season.

If you would like to be part of the team please contact frank.holden@env.lancscc.gov.uk

Invitation from Preston City Caribbean Carnival

The Preston City Caribbean Carnival Association is a voluntary organisation which plans, co-ordinates and runs the thirty four year event. It's the largest and longest running cultural celebration in Preston City when tens of thousands of people come from all over the country to join in the fun which comprises of colourful funky costumes, infectious music and dance, succulent food, happy people all having fun all day.

We are offering opportunity for involvement in the Preston City Caribbean Carnival on Sunday 27th May 2007.

We are offering UNISON members the chance to form a procession band (a minimum 20 people) to take part in the Carnival procession. If the union could support the interested members to organise themselves into a band we are happy for them to access our costume designers and materials in our workshops in

Preston. The workshops would commence in April through till late May 2007. If you receive more than 20 interested people please feel free to let me know and I'll arrange to meet up with them. I suspect you'll be aware of the significance of this year, it being the bicentenary of the abolition of slavery in Britain. This year's event promises to be very special event. Further information is available from [Ronald Clarke chair@prestoncarnival.co.uk](mailto:Ronald.Clarke.chair@prestoncarnival.co.uk)

Any Suggestions?

If you have any ideas for new events, which Unison Sports could support, please get in touch with us unison.sports@unison.lancscc.gov.uk

CONTACTS:

UNISON Sports & Social Secretary - Nick Tonge
Phone: 01772 533235
Email: unison.sports@unison.lancscc.gov.uk
UNISON Sports & Social Secretary - Paul Danson
Phone: 01772 532244
Email: unison.sports@unison.lancscc.gov.uk

FLYPARK

A 5% discount is offered to UNISON members and their families on car parking (hotel and lounge facilities are also available) at various airports through the UK. Get a quote and see the savings.

www.flypark.co.uk/discount
of phone 0870 733 0545

Details of all events are on the UNISON website

www.unisonlancs.org.uk/activities.asp

Ullswater, Lake District

- Sleeps:** 8
- Bedrooms:** 4 (3 double 1 twin)
- Bathrooms:** 3
- Parking:** Yes
- Smoking:** No
- Pets:** No

Facilities – oil-fired central heating, open plan lounge and dining room with patio doors leading to paved garden with BBQ and fabulous views of Ullswater, log burner, kitchen with electric thermo oven and ceramic hob, dishwasher, fridge/freezer, washer/dryer and microwave. Beautifully decorated and furnished.

For more details and prices: kennedycandd@aol.com
Tel: 01772 655601 or 07966191761

CASA UVAS, Nerja, Costa del Sol

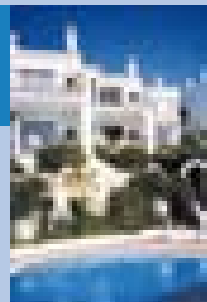
Set in a small quiet complex, Casa Uvas has views of the Sierra Nevada mountains, the sea and pool.

The apartment sleeps up to six with two twin bedrooms and a double sofa-bed in the living area. There is a fully fitted kitchen, dining table for six and a bathroom with bath and shower.

A large patio, with sun loungers, table and chairs, has steps leading to a walled garden and the pool area.

Low season from £180 to high season from £400 per week.

For more information, please email casa.uvas@tesco.net or call 01282 692729.



noticeboard

