



## JOB EVALUATION

***As you may already be aware Job Evaluation has entered its Pilot Phase. The Pilot interviews are currently suspended to allow the project team to make important modifications to some crucial elements of the Project. UNISON has played an important part in making sure that those issues relating to Equal Pay are properly reviewed before implementation.***

UNISON is fully engaged in these developments and is leading on the redesign of the questionnaire and guidance notes. We are also fully involved in drawing up the conventions that underpin the GAUGE software to ensure that Job Evaluation is carried out objectively and fairly.

Over 20 UNISON stewards have been trained in understanding the role the trade union representative plays in assisting members with this part of the process. We have already received very good feedback from our stewards' early involvement in this process and this has been extremely

helpful in ensuring that we meet the above two principles.

We are meeting regularly with other branches within the Region and working hard with our Regional Office to make sure that this project is both robust and fit for purpose. UNISON realises that the Equal Pay Review will affect many of our members and your views are important. Administrative support will be provided by a designated member of the Branch Office staff and the telephone number to ring for contact is 01772 533072.

Further training will be provided for those stewards interested in learning more about the process and becoming a Job Evaluation representative. If you are interested in this training please give your name to the Branch Office. The next JE Steering Group meeting is on 10<sup>th</sup> August and UNISON will be able to report further progress following that meeting.

Until then if you intend to take a summer break have a great time.

### ▲ Keep the NHS working

Lancashire Branch supporting colleagues at Ormskirk and Southport Health Branch where 33 members of staff have been served with compulsory redundancy notice to be followed shortly by another 50. Unsurprisingly on the same day the Trust celebrated the fact that BUPA are to move into Ormskirk Hospital and will build their own theatres and use their own staff. **more on page 3...**

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## HELP AND ADVICE FOR OUR MEMBERS

Help and advice is available to all Lancashire Branch UNISON members by ringing the Branch Office on 01772 533072 where you are able to speak to a Duty Officer Monday to Thursday between 1000 and 1600, Friday 1300-1600. If you do call the Branch Office during these hours, please have either your UNISON membership number or National Insurance Number to hand. This enables the Branch Office staff to print an enquiry form before passing your call through to the Duty Officer, or e-mail [unison.do@unison.lancscc.gov.uk](mailto:unison.do@unison.lancscc.gov.uk) but please include either your membership or NI number before sending your message.

Out of hours help is available by ringing UNISON direct on **0845 355 0845**.

## LANCASHIRE LEADS THE WAY

A new Regional Social Care Forum was proposed by the Branch following the first National Social Care Seminar held by UNISON at Croyde Bay in November 2005. The Social Care Forum now joins the other established Regional forums such as Housing, Health and Schools. The Branch felt that with the major issues now facing social care – underfunding and the further developments of integration with health – a forum was now needed.

The initial Regional Care Forum met on Wednesday 29 March. The purpose is to address those key challenges facing social care where we are likely to be able to change the way services are organised and delivered and to tackle the implications that these changes will have for our members.

The Forum will be looking at the impact of these modifications both on the way our members work and on their pay and rewards. The Forum will also contribute to thinking on future regional strategy, something the Branch welcomes.

### The standing agenda items for future meetings are:

- ➔ Job Evaluation
- ➔ Single Status
- ➔ Integration with Health
- ➔ Joint Funding/Working
- ➔ Direct Payments
- ➔ Privatisation
- ➔ Home Carers

The Forum expects to meet four times a year and members are welcome to pass on their views concerning the above issues to either Rosemary Cunningham or Janet Whalley via the Branch Office.

## update

# LOCAL GOVERNMENT PENSION SCHEME

*Our National negotiators have submitted their views on changes needed to improve the LGPS which we believe are affordable from the 'savings' made by changes to the scheme. We want:*

- To retain a final salary scheme
- To improve the accrual rate from 1/80<sup>th</sup> to 1/60<sup>th</sup>

- To explore the possibility of graduated contributions to enable more lower paid members to join the scheme
- Partners pensions for all unmarried partners
- Improved death-in-service benefits

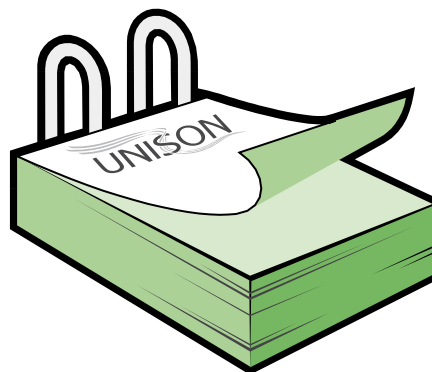
This list is not definitive but it contains the main points on our agenda. Consultation on the 'new look' scheme ends on 29 September 2006. In the meantime, our Judicial Review will be heard and whatever the outcome we will continue to press for improved protection and a better 'new look' scheme. The final package

will be put to members in a ballot at the end of the negotiations and if it is not acceptable than an industrial action ballot will follow. This year's Local Government Service Group Conference sent a clear warning to the employers and the Government that strike action had been suspended not called off and if negotiations fail then industrial action is firmly back on the agenda.

Further pension bulletins will be circulated as and when we get any updates.

**Carol Lukey**  
Branch Secretary

## DATES FOR YOUR DIARY



### LGBT Conference

Friday 17 to Sunday 19 November 2006 at Manchester Town Hall. Closing date for registration Friday 22 September (five delegates).

### Black Members Conference

Friday 19 January to Sunday 21 January 2007 in Liverpool. Expressions of interest to Branch Office ASAP.

# UNISON LAUNCH MAJOR NEW CAMPAIGN TO KEEP THE NHS WORKING

***The Campaign has been launched in response to the growing concerns of health staff and the public that in spite of extra government monies being put into the NHS, there is increasing pursuit of destructive policies and loss of health services in the NHS.***

Every day there are announcements of major job cuts and redundancies.

Trusts are undertaking large scale bed closures of up to 25% in some trusts.

The Private Finance Initiative is leeching money from the NHS. In East Lancashire for

instance PFI will take £19 million from health care services this year. In the next 2 years nationally PFI debt will increase to £18 billion and interest payments on that debt, at a credit card rate of interest, will amount to £2,500 million per year – more than 3 times the present deficits in the NHS.

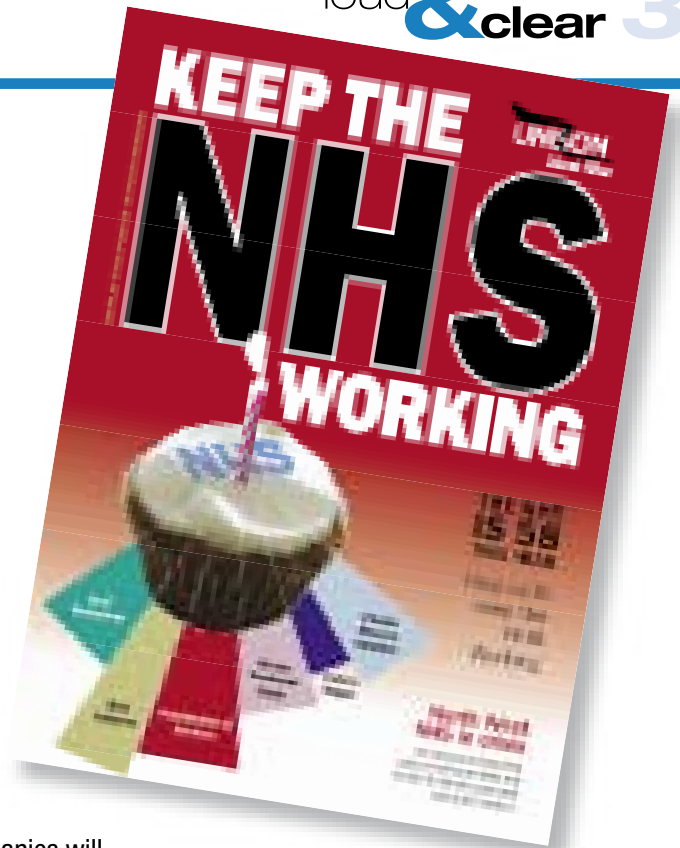
Private treatment centres are being sponsored by the government all the time. They have a protected status at the same time as equivalent NHS facilities are being closed.

The government has just announced that it is proposing that private

companies will commission more than £60 billion worth of NHS services. Where will this take us? Will we see Group 4 running the blood bank next? We need to be concerned at the growing privatisation and chaos being created in the NHS.

So, let's speak up for the NHS. The UNISON campaign has thousands of posters,

postcards and leaflets with this message.



## KEEP THE NHS WORKING

**...We all use the NHS  
...We all rely on the NHS**

**Let's all use the posters, leaflets and postcards to keep the NHS working!**

## CREDIT UNION

**Lancashire County Council has a Credit Union and all permanent staff can join. The Credit Union has great support from Lancashire UNISON's officers and staff (our first office was in a corner of the Branch Office).**

### What is a Credit Union?

We are a savings and loans scheme, members save with us and this

creates a pot of money that members can borrow at a cheap rate of interest. £1000 borrowed from the credit union cost £66.18 in interest over 12 months. We are much cheaper than a bank for small loans, the Credit Union will lend up to £3000 and this can be repaid over 12 or 24 months.

Members save with us for all sorts of reasons - weddings, holidays,

Christmas, emergencies such as a broken washing machine or car repair or just a little nest egg. The payments are deducted directly from your salary making saving hassle free.

Big banks make huge profits from their customers but a Credit Union is a cooperative and any profits made are paid back to their members in the form of a dividend. CU's are run by a Board of

Directors elected annually from its membership.

For more information pop in a see us in Room A9 (County Hall) or e-mail [credit.union@css.lancscc.gov.uk](mailto:credit.union@css.lancscc.gov.uk) or ring on 01772 532296

**Why not join today? Christmas will be here soon don't put it on your credit card start saving and borrow the rest from us.**

# NEW HR POLICIES

**The Branch is currently in the middle of negotiations about changes to existing Lancashire County Council policies contained in the Personnel Code. The policies under consideration are:**

- Disciplinary Procedure
- Grievance Procedure
- Attendance Policy
- Compulsory Redundancy
- Voluntary Redundancy
- Redeployment Agreement
- Vacancy Panel
- Capability Procedure
- Attendance Policy
- Recruitment and Selection (complaints)

These policies by their very nature are the most heavily used of any currently in operation and once reviewed will be with

us for a very long time. It is for this reason, that once negotiations are concluded, we will be balloting all our members

who are LCC employees on the acceptance or rejection of the new policies.

The ballot will be a postal one and will state exactly what the Branch position is on each policy – it will then be up to you as members to return the ballot papers with your decision which will enable the Branch Officers to proceed with your mandate.

At this stage we do not have a final position on the proposals but we do have serious concerns about elements of some of them

– chiefly the removal of the option to have appeals (relating to any policy) heard by County Councillors. In other words the employer will no longer hear your case and we believe this is something you have a right to which should not be removed.

It is likely the ballot will take place towards the end of September so please watch out for it and use your vote.

**Carol Lukey**  
Branch Secretary

## EQUALITY & HUMAN RIGHTS

**Equality, diversity and respect for the human rights and dignity of every man, woman and child are core values that define our lives in Britain.**

Equality is not a minority concern – it matters to everyone of us. At some point in our lives, all of us face barriers that may prevent us fulfilling our potential, or participating fully in society.

The new Commission for Equality and Human Rights (CEHR) will champion equality, diversity and human rights as defining values of our society, encouraging all our institutions to operate for the benefit of every individual and as you are

no doubt aware UNISON is committed to promoting equality and celebrating diversity at National, Regional and local level.

Since the introduction of the first anti-discrimination legislation 40 years ago, significant strides have been made towards building a society that embraces equal opportunities and celebrates differences, including the dramatic changes in social and economic roles that have taken place in the last four decades.

Despite these achievements, patterns of deep-rooted inequality persist or emerge during specific life events such as parenting, the undertaking

### Let's put a STOP to discrimination by:

- ✓ Respecting the dignity and worth of individuals
- ✓ Respecting and protecting individual's human rights
- ✓ Enabling people to achieve their potential without prejudice or discrimination
- ✓ Allowing every individual equal opportunities to participate in society
- ✓ Actively encouraging mutual respect between groups based on understanding and valuing diversity and a shared respect for equality and human rights

Visit [www.cehr.org.uk](http://www.cehr.org.uk) or contact **Norma Norris (Branch Equalities Officer)** for more information

of care responsibilities, or forced retirement from work. Fractures, divisions and discrimination remain. The consequences can be alienation and disadvantage amongst sections of society, a lack of participation in our democratic structures, a lack of respect for the dignity of each individual and growing tensions in our communities.

People of all ages, young

and old, continue to be discriminated against in the wider society as well as in employment. Too many older people living in poverty and isolation are ignored and disabled people are often forced to pay unacceptable social and economic penalties. Many people also face multiple discrimination, for example black elderly women or gay Asian young men.

# HAZARDS CONFERENCE 2006

**The 17<sup>th</sup> National Hazards Conference was held over the weekend of July 14<sup>th</sup> -16<sup>th</sup> 2006 at UMIST in Manchester.**

Over 500 hundred Safety Representatives representing over 20 trade unions from across the country attended this major event in the Safety Reps calendar.

The Branch was represented David Flannagan, and by John Mackey and Daniel Heys who attended on behalf of the North West Region Health & Safety Committee.

Saturday morning was opened with key note speeches from Cathy Walker, Health & Safety Director of the Canadian Auto Workers Union (CAW-TCA) and Alfred Angula of the Namibian Farm Worker's Union.

For a second year running the Minister of State for the Department of Work and Pensions appeared in person. Previous years have seen questions put to a cardboard cut out.

However, despite a personal appearance, Lord Hunt was unable to enlighten the conference as to why despite the 1997 election pledge to make company directors responsible for deaths in the workplace, we are still no nearer seeing a corporate manslaughter bill. Nor was he able to answer questions on how to improve worker involvement in health & safety, or why workplace inspections by the HSE are decreasing year on year.

Workshops were held on Saturday afternoon and Sunday morning. This year there was a choice of workshops covering topics from Toxic Substances and Health and Provisional Improvement Notices (PINS) through to Life Work Balance and Dr Charlie Clutterbuck's 'Environmental Practice at Work'.

For the fourth year running the North West Regional Committee ran its workshop aimed at newly appointed Safety Representatives

'Conducting a Workplace Inspection'. With over 100 delegates wishing to participate, demand for the workshop was so high that two separate workshops were held on both Saturday afternoon and Sunday morning. The workshops were facilitated by John Mackey (aka Mr Point, Chairman of Fatcat PLC) and Nick Green of Cheshire UNISON.

Two workplaces, belonging to Fatcat PLC were available for the delegates to inspect and were staffed by members of the Regional Health & safety Committee, including LCES's Daniel Heys (aka Manuel Handling) and Neil Beacall, Wirral UNISON (aka Pat Testing)

The formal business of conference ended just before lunch on Sunday with a series of discussions on 'Improving Worker Participation in Health & Safety', 'Fire Safety' and 'Sickness Absence Monitoring.

**John Mackey**  
Branch H&S Officer



## UNISON Welfare

UNISON's very own registered charity

UNISON Welfare is a registered charity. It is a unique confidential service offering advice and support just for UNISON members and their families:

- Services provided are
- debt advice
  - listening and support
  - financial assistance
  - breaks and holidays
  - personal advice

A new Application for Financial Assistance form is now available on UNISON's national web site, together with the new criteria for financial assistance. This time of year many people are taking holidays. However, many members and their families are excluded from holiday opportunities, mainly

because they do not have the financial means to afford a break.

Well-being Breaks, which bring together all the different types of breaks and holidays that UNISON offer, include family holidays and get well breaks. The application form and

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# Conference

## National Delegate Conference •

### A new Delegates view

#### U – United

2987 UNISON stewards and officers descended on Bournemouth for this years National Conference.

#### N – 'Not So Sweet Sixteen'

...an important issue for me personally being Young Member's Officer. A discussion took place as to whether or not people should be able to vote at the age of sixteen. The previous agenda items and discussions I had heard

I listened to and could see both sides of the coin but this was the one issue that I was riled up enough to get up and speak...but didn't...maybe next year?! Daniel Robertson from the Young Member's Forum was the first to get up and speak in favour of lowering the current voting age with several speakers following, one of whom was in opposition raising the question that do people at the ages of 16 and 17 necessarily know their own views or understand matters involving politics. Well, I'm now 26, not a Young Member for much longer and I can honestly say hand on heart that I wouldn't vote now as I would have when I was

16 or 17, not because I am now a little older and wiser, or the fact that I now have more political knowledge it is merely for the fact that I will vote for the people who propose to do the best for me and not necessarily because I am loyal to a party...but then again maybe that's just me!

#### I – International speakers

One of the most poignant and memorable things that I will take away from the conference, (because I can't really remember much after 7pm most nights, except naked men....and a naked convenor!) is the heartfelt and emotional speech given by Thabitha Khumalo on

behalf of the Zimbabwean TU movement. The plight of Zimbabwean women who have an average life expectancy of just 34 years is something that brought a tear to mine and many others eyes, where women have to risk humiliating and painful infections just because the discussion of sanitary wear is taboo. In a country where rolled up newspaper is used in place of tampons because of this taboo is unthinkable in this day in age, and yet it goes on, a few thousand miles away, in an age where we are sending rockets into space and are curing many diseases and illness that we thought we never would I

Local Government  
Service Group  
Conference

Saturday 17 to Monday  
19 June 2006

**B**ournemouth was *certainly a great location for this conference, especially given the favourable weather. It seemed almost a pity to hold conference business when delegates could have been enjoying the warmth and the sun!*

The items of business were roughly dealt with in relevant groups; pay, pensions, equality and care services. The most

contentious issue was with regard to the current pensions dispute. The debate focused on the tactics to be used, in particular whether to restart industrial action or continue negotiating, holding back strikes unless needed. In the end, the latter argument won, but it was a very close vote. It was good to see such passionate and open debate at conference on this issue. Other items discussed also provided good debates.

The international speaker was very impressive, Ana Lucia Pinzon from FENALTRASE, the Columbian Federation of Public Sector Worker Unions. Many of the difficulties they face in Columbia made me think of the challenges and struggles trade unions had in this country when workers first began to organise over 100 years ago. The problems faced by trade unions over there certainly put some of our problems in perspective. This conference was only on

# Special 2006

## Tuesday 18 to Saturday 24 June

can't understand why things like this still go on and why women are degraded in such a manner and denied to go through the things women do.

Also present were two other international speakers and history was made when Palestinian trade unionist Abla Masrujeh and Israeli counterpart Ophir Elkalay both addressed conference both giving a unique insight of what they face on a day to day basis and how it is affecting the people around them. Before this conference I didn't really understand why they were fighting or what was going on but now after their presentations I am in awe of

how they go on day to day living with the fear that they could be caught up in the next bomb or attack especially with the recent events.

**S – Sun**  
Sun, sand and socialising! Conference was a fantastic experience for meeting new friends and socialising. I was made to feel extremely welcome by the other delegates from my branch and it was good to catch up with those I had met on previous courses especially those who like me were first time delegates. I am still on detox from the socialising and at least now I can be prepared for next year.

**O – Opinions**  
...on a range of subjects and a wealth of issues were voiced. Reading through the agenda before conference I wondered how issues such as the political scene in Venezuela, Global Warming, ID cards and Keeping the BNP out would fit into a conference attended by union delegates, the view most people have of the union is one that fights for workers rights and that's all. I was amazed to see how much help and support UNISON gives to others throughout the world. How we lead the way, advise and unite with other unions and other people who face hardship and challenges on a day to day basis. I have

to admit I now feel I was a little naïve before going to conference on just how much people are against proposals by our government and the intimidation that people are facing in this day and age. If one point sticks in my mind about the opinions voiced it is that £90 billion has been wasted on the war in Iraq, yet here we are struggling to keep our pensions safe, our NHS safe and public services safe. Roll on the elections!

**N – NEXT YEAR...  
BRIGHTON!!**

**Dawn Williams**  
*Branch Young Members Officer  
and Resources Steward*

for a couple of days before the main conference, but my experience certainly made me want to go again. Sometimes when you are in your office, it is difficult to see the strength of trade unions, but going to conference reminded me of the strength and diversity of UNISON. It was an excellent experience.

**Jack Davenport**  
Steward - Adult and Community Services

## Who attended these conferences?

### Local Government Conference

#### Branch Delegation

Elaine Brookes, Rosemary Cunningham, Elaine Cotterell, Sue Holmes, Vicky Ward, Paula Johnson, Norma Norris, Jackie Brindle, Steve Kirby, Jack Davenport, David Flannagan, Bob Harvey, Paul Ayre

### National Delegate Conference

#### Branch Delegation

Elaine Brookes, Elaine Cotterell, Lynne Thomson, Dawn Williams, Sue Holmes, Norma Norris, Jackie Brindle, Steve Kirby, Roger Wells, David Flannagan, Bob Harvey, Paul Ayre

# BUILDING SCHOOLS FOR THE FUTURE

Over the last 18 months we have been updating you on developments in this vast project. By the time this newsletter lands on your doormats over 1,100 members of staff in Burnley and Pendle secondary schools will have been redeployed into posts within the new schools staffing structures. Staff were required to give three preferences for posts in any of the schools in their district. By the beginning of April the majority of staff were offered a post and over 95% of staff received 1 of their 3 preferences.

The next stage of the process during May and June saw the Staffing Commission hearing representations and appeals from staff who where not happy with

the post they had been redeployed to. In terms of the support staff who are UNISON members we are not aware of any appeals and we are pleased to say that all support staff have been allocated a post. Temporary staff who indicated that they would like to be considered should there be vacancies at the end of the process has been offered a post. In fact there were over 30 support staff posts left at the end of the process which have subsequently been advertised initially internally within the BSF schools and more recently externally. As you can imagine not all staff are happy with the posts they have been redeployed into but on the other hand the process has created a good number of opportunities for

support staff and arguably the support staff have fared better than the teaching staff in this regard.

A report will be published shortly which looks into how the whole of the staffing processes have been handled. UNISON has been consulted as one of the stakeholders and the soon to be published report will lay down the marker for future exercises in terms of the successes and the areas that need addressing within the existing staffing procedures. The trade unions and officers of the authority will meet next term to discuss a framework for ongoing staffing reorganisations such as this.

As we reported in an earlier edition BSF is a 10-15 year project and is subject to the Private Finance Initiative.

The next four years will see a number of new schools and public facilities built in Burnley and Pendle and means that UNISON will be engaging with the private sector (Catalyst Education). We have already made it clear that the transfer of our members to the private sector should be kept to a minimum and we expect to commence negotiations with Catalyst in the very near future. Watch this space for further developments!

If you have any enquiries or concerns about the BSF project please contact Elaine Cotterell or Elaine Brookes.

## Contact us

Elaine.cotterell@unison.lancscc.gov.uk;  
Elaine.brookes@unison.lancscc.gov.uk;

## BURNLEY AND PENDLE SCHOOLS EXTENDED SUMMER BREAK

***Stretching back over many years schools in the Burnley and Pendle areas have enjoyed different holiday patterns to the majority of other schools within Lancashire.***

As from September this year those schools will be following the same closure pattern as everyone else. This does mean that for this summer only the schools in Burnley and Pendle will have a slightly longer summer break than is usual.

Because of this a problem did arise for

those catering staff in the Burnley and Pendle schools employed by Lancashire County Commercial Services. Like the vast majority of Support Staff in schools the catering staff are employed on a term time only basis. With the extended summer closure this group of staff stood to lose out financially.

Whilst procedures have been put in place to ensure all other term time employees in these schools do not lose out financially the situation with LCCS Staff was different.

Some lengthy and detailed negotiations took place between UNISON and LCCS in an effort to resolve the situation. A situation which was causing a great deal of distress to our Members in the schools affected. After UNISON's lobbying of County Councillors negotiations progressed and an agreement was reached which will mean the staff concerned will not lose out financially, but they may be required to undertake some additional training during the course of the next twelve months.

Once again this shows how being a member of UNISON has had a positive benefit for the staff involved in this issue. Members were consulted and provided us with information which we could take to the negotiations. Thankyou to those Members who attended the two meetings we arranged to talk through the concerns.

To all our Members in schools - have a lovely summer break and let's hope the sun shines for six weeks!!

# MODERN DAY SLAVERY

**Recent articles in the media have drawn attention to the plight of young, vulnerable girls, especially from eastern European countries, who are being forced into prostitution at sporting events.**

Trafficking in women is a criminal phenomenon that violates basic human rights, and totally destroys victims' lives. Some see their young women being lured to leave their home country or being abducted and ending up in the sex industry abroad.

Following the FIFA World Cup this year statistics have shown that in the region of 40,000 to 60,000 foreign prostitutes had travelled to Germany for the tournament. Many of these women may be victims of forced prostitution or people trafficking, compelled to work in "mobile brothels" in car parks near stadiums to satisfy visiting male clients.

Despite living in the 21<sup>st</sup> Century slavery still

manifests itself. The history books tell us that slavery was abolished by an Act of Parliament in 1833, however, more people are enslaved today than at the height of the slave trade. UN figures suggest that between 200-300,000 women are trafficked to Europe every year.

Although the British Government has signed the United Nations Convention on Transnational Organised Crime and its three attached Protocols and there is increasing awareness of the phenomenon of trafficking, there has not yet been any UK-wide mechanism to facilitate the broad co-operation of all parties.

All of us - young and old, rich and poor, governments and civil society - must take action to stop trafficking. The global community is becoming increasingly aware that trafficking of persons is the fastest growing and largest criminal activity in the world.

"Women and children are not property, but human beings. The international community should declare, loudly and more strongly than ever, that we are all members of the human family. Slavery simply has no place in the a world of human right"

**UN Secretary General  
Kofi Annan**

**ALL IT TAKES FOR EVIL TO PROSPER IS FOR GOOD MEN AND WOMEN TO DO NOTHING!**

*What can we do to stop this appalling situation? Write to your MP and ask him /her to lobby for the creation of new UK LEGISLATION to put end to this form slavery.*  
[www.antislavery.org](http://www.antislavery.org)

# EVERY CHILD MATTERS BRIEFINGS

In response to rapid changes in children's services delivery under the Government's 'Every Child Matters' strategy, UNISON will

be producing a series of briefings about new programmes and strategies and these can be found on the Branch website.

Find out more  
[www.unisonlancs.gov.uk](http://www.unisonlancs.gov.uk)

## UNISON Welfare

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guidance notes on how to apply are available on UNISON's national website.

**Planning for winter now? Free energy efficiency measures**

UNISON Welfare has teamed up with npower to promote their savings for life programme, providing FREE energy efficiency measures to UNISON members.

These cover:-

- cavity wall insulation
- full loft insulation
- loft insulation top-up (50mm-270)

This particular scheme is aimed at home owners and private tenants. To qualify you must be in receipt of a means-tested benefit such as housing benefit, council tax benefit or income support.

Alternatively, if only claiming tax credits, your household income must be less than £14,600 per annum.

To take advantage of this offer call **0845 602 4696** quoting UNISON or log on to UNISON's national website [www.unison.org.uk](http://www.unison.org.uk) for further information.

## SHOULD THIS BE HAPPENING TO WOMEN IN THE 21<sup>st</sup> CENTURY?

# Dignity. Period

***In the UK women buy more than three billion disposable sanitary products every year. It's something we take for granted.***

But millions of women in Zimbabwe go without these basic products. As a result many are suffering from infection, depression and, in some cases, infertility. There have also been examples of women being beaten by their husbands who wrongly attribute their infection to infidelity. Sic the average life expectancy of a Zimbabwean woman is 34 years and falling.

As Robert Mugabe's leadership plunges Zimbabwe deeper into crisis – basic goods like sanitary products are becoming a luxury item only available to the wealthy.

Thabitha Khumalo (pictured) from the Zimbabwean Congress of Trade Unions, who gave a very moving speech to UNISON's National Conference in Bournemouth, is angry



about the lack of sanitary wear for women which, she says, not only threatens women's health but also their dignity.

Working in solidarity with the Zimbabwean Congress of Trade Unions, Action for Southern Africa has launched a campaign to raise funds to ensure that they can buy large quantities of sanitary products in South Africa, and distribute them free of charge of Zimbabwean women. Thabitha and her colleagues are asking you to help the women of her country take back their dignity.

Thabitha has been arrested 22 times, beaten, had her teeth knocked out, gang raped by the Police and held in prison

– her crime? – fighting for affordable sanitary wear for the women of Zimbabwe.

Your donation will make a huge difference now and for many months to come, and provide the support that will improve women's lives.

If you would like to make a donation please send a cheque or postal order to:-

**Action for Southern Africa (ACTSA)  
28 Penton Street  
London  
N1 9SA**

More details of this campaign, or to become a member of ACTSA please e-mail [campaigns@actsa.org.uk](mailto:campaigns@actsa.org.uk) or ring 0207 833 3133

“ Ordinary women cannot afford sanitary wear. We are inserting old pieces of cloth or newspapers, but the ink from the newspaper is causing infections, and there is no medication to cure this. It's immoral for the leadership to deny us our biological rights. ”

**Thabitha Khumalo**

Details of all events are on  
the UNISON website

[www.unisonlancs.org.uk/activities.asp](http://www.unisonlancs.org.uk/activities.asp)



## Sports Shorts

# UNISON Sports & Social Events 2006

## Clay Pigeon Shoot

On Tuesday 11<sup>th</sup> July a group of 38 went back to the Dolphin Inn and Shooting Ground for the 2<sup>nd</sup> UNISON Clay Pigeon Shoot. Another very successful and enjoyable night was had by all, with 21 out of 25 being the top score. UNISON will be back at The Dolphin again next year so watch this space.

## Rifle Range

Your idea of fun?

A night at the rifle range in Leyland is planned for November. At the moment we have no further details, but if this sounds like your idea of fun let us know. [unison.sports@unison.lancscc.gov.uk](mailto:unison.sports@unison.lancscc.gov.uk)

## Anyone for Archery?

Another possible for summer 2007 is Archery at Salmesbury. If you would like to get involved please get in touch. [Unison.sports@unison.lancscc.gov.uk](mailto:Unison.sports@unison.lancscc.gov.uk)

## Hackers Day Golf

The 2<sup>nd</sup> Hackers day of the year has been booked for Wednesday 6 September 2006.

For a change of scenery, Garstang Country Hotel & Golf Club will be the venue and the cost of the day will be £16 to UNISON members! This includes 27 holes of golf in the usual format of 9 in the

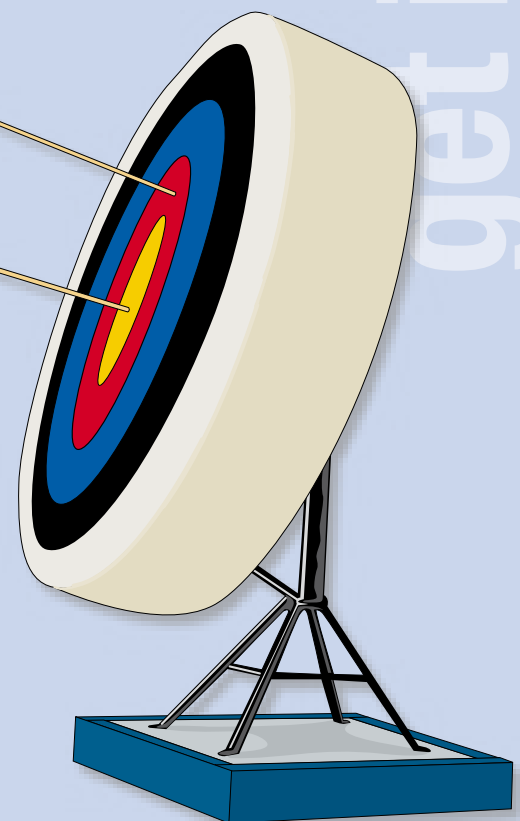
morning and 18 in the afternoon. All the usual quality prizes will be there to win!

We have 24 places available. Please let us know as soon as possible by email if you wish to attend. [unison.sports@unison.lancscc.gov.uk](mailto:unison.sports@unison.lancscc.gov.uk)

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get involved

*Winning with...*



Not only do Britannia Rescue provide excellent service and value for money to UNISON members but members entering Britannia quarterly prize draw could win a satellite navigation system for their car.

*This quarter's winner of a satellite navigation system is none other than Lancashire UNISON member Lisa Dawson (left)*



*well done Lisa!*

## Good-bye Sandra!

Sandra Armstrong (one of our loyal Branch Office staff) is moving on to greener pastures with Blackpool UNISON Branch and will be saying farewell to us all on Monday 14 August - thanks Sandra for the past 12 years putting up with us all and good luck in your new job. Carolyn Johnson (who has been job-share with Sandra for the past two years) will become a full-time member of staff following Sandra's departure.

## Are you thinking of retiring?

The Branch have an active Retired Members Section who organise a talk on the last Friday of each month during the winter in County Hall and, for the more energetic, there are guided walks arranged during the summer. We also arrange visits to places of interest, the occasional theatre trip and an annual dinner. We have a northern sub-group who arrange talks and

occasional lunches based in Morecambe.

There are other benefits to being a retired member. UIA (UNISON's Insurance Company) will continue with your house insurance, you can still insure your car through Frizzell at UNISON rates and you can still benefit from special interest rates with Britannia Building Society. You can get a 10% reduction if you have a holiday

at Croyde Bay on the North Devon coast; and through UNISON legal services, you are eligible for the free will service and can be advised and represented if you have an accident.

*How much does it cost?*

**Just a £15 one off payment when you retire – for further information please contact the Branch Office.**

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