E-Mails Needed

If you are not receiving e-mails from us, it means that either you have not supplied us with your e-mail address, or the e-mail address we have for you is not accurate.

Please send an e-mail to unison@nottshc.nhs.uk and we will update our records.

Please remember to state your membership number and name in the e-mail.

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September BALLOT!
VOTE For Action on PAY!

UNISON members working in the NHS are being balloted for action.

This year most NHS staff won't get a cost of living pay rise. UNISON believes this is an insult to our members in the NHS and the vital work they do. Members will be voting over industrial action between 28 August and 18 September.

Full Story on Page 4

CAMPAIGNS

UNISON is advocating for a Living Wage
UNISON is also advocating for fair wages with our Worth It! Campaign

There are many members affected by "restructures" and "organisational change"

IS THERE A CAMPAIGN YOU WANT YOUR BRANCH TO RUN?
See Page 6 for the full story

Campaigns - What are they and why are they so important?
For more details see P5

MAKE SURE YOUR DETAILS ARE UP TO DATE
See inside P4 for more details and why it is so important!
UNISON members working in the Rampton Secure Hospital, Wathwood Hospital & Arnold Lodge have recently been balloted after long negotiations over their pay.

Along with Ashworth and Broadmoor hospitals, plans were made to change the way our members were paid an allowance which recognised that they worked in a high risk work place. The Payment is called a Secure Leads Allowance.

The changes were regarded as an attack on pay, which had been part of our members terms and conditions since at least the 1950s.

Alan Walton, UNISON’s lead convenor spent months negotiating with employers at both local and national level, along with UNISON colleagues from the other two hospitals.

Whilst the negotiations have ended with different settlements at different hospitals, Alan believed he had negotiated the best deal of the three. Whilst the deal wasn’t exactly what UNISON would have wanted it was the best that could be achieved through negotiation.

Members were balloted on whether to accept the deal. Unfortunately only 15% of our members returned their ballot papers. Of that 15% who did vote, 60% voted against the deal and 40% voted for it. This was equal to 46 members rejecting the offer from a total of over 500 members. With less than a tenth rejecting the offer there was obviously no mandate to refuse the deal.

“I am very frustrated at the low turnout” said Alan. Whether the members vote to accept or reject is their choice, but when members don’t vote we are left with no choices at all.

Why It’s Essential To Vote

Voting is an essential part of UNISONs democracy. It’s how our members ensure they say what they want and how a majority vote gives us the ability to act.

Members often worry that they may vote the “wrong” way. There is no wrong way, only your opinion, and it’s your opinion as part of the whole that counts—whatever that opinion is.

If you vote to accept something, your reps can go ahead safe in the knowledge that they are representing the majority view. Equally, if you reject something, the same applies. If you reject something we can then organise members and act to try and get what the members want, whether that’s a letter to an MP, a demonstration or a strike.

The recent ballot of members at Rampton Hospital is a perfect example of where we do not know what the majority of our members want. Whilst the majority of those

(Continued on page 3)
UNISON to launch public services manifesto

UNISON is launching its manifesto for public services.

The manifesto, which will be used to challenge all the country's mainstream parties over the coming months, highlights the huge challenges facing public services because of the current government's austerity measures.

And, with less than a year to go to the general election, it sets out what is needed to ensure that public services survive.

The measures reflect existing union policies, together with discussions with members at a public services summit.

UNISON is calling for:

- a new deal for closing the deficit and ensuring our public services are properly funded, with more emphasis on higher taxes for the wealthy;
- more financial freedom and fairer funding for local government;
- a complete change of direction on privatisation and outsourcing;
- a renewed commitment to the public-service workforce.

General secretary Dave Prentis said: "The challenges facing public services are stark, but our manifesto shows that UNISON has a clear sense about what now needs to happen.

"Drastically reduced access to a range of services, including social care, day centres for the elderly, children's centres, libraries and leisure services is becoming a cold fact of life for many in our communities.

"This is about the choices the government make rather than something that is inevitable. Our manifesto shows there are alternatives.
AFTER the recent local government members strike and Dave Prentis’ call to arms for the autumn, it is now confirmed that health workers will be asked what action they want to take in demonstration against the pay offer made earlier this year. The ballot will open on 28 August 2014 and close at 10am on 18 September 2014. Members will vote on strike action and action short of strike.

If members vote ‘yes’, it is proposed that members will take action during a week in October. This is likely to start with a short stoppage followed by a defined form of action short of strike, such as insisting that members take their breaks.

UNISON’s key message is USE YOUR VOTE

We are urging members to vote yes for both strike action and action short of strike. However, we are also urging all members, whatever their view, to vote to ensure we have a high ballot turn out.

Members will be all too aware that the only staff who had any pay rise were those at the top of their pay band.

All other staff were left with the incremental rises they were already entitled to under Agenda for Change terms and conditions. Scott Kingswood, UNISON Regional Organiser said “this is typical Tory tactics to try and divide the workers...we must not fall for it.”

The Pay Review Body (PRB), which traditionally sets out what the pay rise should be, has been ignored by the govt. The PRB listens to both the employer and the unions when making its decisions on pay. The government has already instructed the PRB to ignore union submissions next year.

If we get a YES vote, we will be fighting:

1) for immediate payment of the PRB-recommended 1% on all hourly rates and the Living Wage of £7.65 per hour minimum
2) to break the planned pay freeze for 2015-16
3) for a commitment to cost of living pay increases for the future

Dave Prentis and other UNISON officials are now saying enough is enough and will be looking to membership to take some form of action in the autumn.

Further Reading on Pay Can Be Found on UNISON’s website at www.unison.org.uk

Make Sure Your Details Are Up To Date

It is absolutely essential that you keep your membership details up to date. This is because your branch need to be able to contact you, particularly over important matters, but also to make sure that the union does not fall foul of the law when industrial action ballots take place. If members details are not correctly recorded, a ballot can be challenged and actions by the union members stopped. This clearly weakens our ability to act together and to act decisively at important times.

So please make sure you keep your membership details up to date. It’s very easy. You can either call your branch on 0115 969 1300 extension 11243 and ask to speak with Paul Wilkinson or you can amend your details on line at http://www.unison.org.uk/my-unison/ where you will need your membership number to sign in. You can also call UNISON Regional Centre on 0115 847 5456 and speak to a member of the Membership Department.
WHAT is a campaign? It’s a word often used in UNISON and representatives and activists often ask members to become involved in campaigning, but what are members actually being asked to get involved with?

In order to answer that question, let’s explore the idea of campaigning and see if we can clear up what is really meant.

Most people will have heard the term campaign used on T.V or in newspapers. It is regularly used to describe situations in war (such as the D-Day campaign), hopes in football (England’s campaign to win the world cup...we’ll go on to discuss realistic achievement later!) or perhaps John F.Kennedy’s campaign to become President of the U.S.A. Within all these types of campaign, there is often an assumed idea of conflict.

Another type of campaign that most will be familiar with is the marketing campaign (Persil’s “whiter than white” or Beans Means Heinz). Whilst this second type of campaign assumes contest (a kind of conflict), it’s main purpose is to persuade people to a particular point of view.

That really is our starting point for UNISONs campaigning—to persuade people to our point of view. A good example is our current campaign to persuade people that public sector workers are Worth It...that is, worth a fair wage.

All these campaigns have some common elements. They are:

- Those actions are organised
- The people who do those actions know who is doing what action and how to do it

The most important part of this list is the idea of being organised. Generally speaking, organising in the world of UNISON is getting the members to stand together (and undertake certain actions). It is worth noting that a simple definition of a trade union is “a group of people who pledge to stand together to protect their own best interests”... That means taking action of some sort.

Organising in a campaign is getting the members to stand together over a particular matter (e.g. Wanting a pay rise after four (Continued on page 6)
years of none)

Therefore, a Campaign is organising members to stand together over a matter identified to campaign about and persuade people to our view by taking agreed and planned actions.

So what about the “people” we’re trying to persuade to our way of thinking...who are they?

Usually there are two important groups of people to consider. Those who can help us (allies) and those who are able to make decisions to change things to make them as we would like them to be (targets).

Allies could be other unions, community groups, campaign organisations like 38 degrees or they could be friends and so on. Targets could be an employer or the government.

Lets take a very real and very pertinent example. UNISON would like the NHS health workers to have a fair pay rise, or at the very least the pay recommended by the Pay Review Body (a very small 1% pay rise)

Lets say our Targets are the British voting public and the government.

Our first targets are the government who made the awful decision to limit a 1% pay rise to only a section of health workers and to make it non consolidated (so the hourly rate doesn’t change!)

The govt. have the ability to change their minds if they choose...we need to make them choose a better deal for our members

Our second targets are the voters who put the MPs into power because the MPs make decisions about how much our members get paid.

We need to persuade the British voting public that health workers are worth at least a 1% pay rise across the board. Assuming that MP’s want to stay in power (or gain power) they ought to listen to the voters. Therefore if we convince the voters we’re right and only to vote for MP’s who support our cause, the MP’s should listen.

To that end, we have created the Worth It campaign and in the autumn we are likely to see a specific campaign to fight against the pay deal imposed by the govt on health workers in the NHS

If you’ve stuck with this walk through so far, you’ll now begin to see why this is all so important.

Campaigns are the way in which we fight for what we believe is right for our members.

Campaigns are the way in which we get organised to fight for those causes.

Campaigns are the business of the whole membership and will only succeed by having all the members join in and take part—not leaving it to the elected reps or folks at region or in London.

Remember—you are the union

Remember—your reps are there to help you become organised—they are not there to do it all for you

Remember if everyone does one small action, it will add up to one big action

Remember to VOTE

We will be moving to an electronic newsletter over the next twelve months. All members who currently have an e-mail address registered with their membership details will begin to receive this newsletter automatically by e-mail. We would like all members to ensure their membership details are updated to include an email address to ensure that the e-copy can be sent to that address. We do not think there will be many members who do not have an e-mail address, but for those who do not, please write to the branch to register for a paper copy. (See Page 10 for address)

The reasons we are moving to this system are to lower costs to the branch (a typical newsletter print run with postal costs amounts to several thousand pounds— we believe this money can be better spent on campaigning and support members in other ways) and to allow us to communicate more quickly with members. The size of the newsletter will also no longer be restricted by cost, allowing us to give you more information.
Local Campaigns

Campaigning is not always about National problems that affect our membership. Your branch is here to help you campaign for things that matter to you at a local level, whether that’s a base closure, inadequate parking or attempts to change the way you work.

The NHS is undergoing the most radical changes since its creation and there is a wholesale plan to sell it off, with stories now appearing in the press about paying for your health care, selling off all cancer services to private companies and reports that the NHS will no longer exist within the next 10 years.

With this amount of change we know our members want to stand up for what they believe in, and some of that will be local.

If you want your branch to consider running a campaign about something that affects you, your jobs or your workplaces, please contact Dave Brown, Branch Secretary on 0115 969 1300 extension 11243 or at unison@nottshc.nhs.uk. Write “CAMPAIGNS - Dave Brown” in the subject bar of your email.

Some examples of where we know changes and restructurings are happening are:

- Closure of wards at St Francis Unit
- Sell off of Drugs and Alcohol Action Team
- Closure of Wards at QMC to create virtual wards
- OT changes to Terms and conditions with re-structuring of Children's Development Centre
- Closure of Enright Close

If you are affected by these changes and closures, or if you are affected by any other organisational changes which you think your branch could campaign about, please contact the branch at the above number or address.

If you have any ideas for campaigns that you would like your branch to consider, please contact your branch at the address or number above. We are always pleased to hear from members with good ideas!

Join in on Social Media

Members can now join in on line at:
@UNISONNottsHC
@unisontweets
@UNISONEastMids
@unison
It doesn't matter who your employer is or what kind of job you do: you're taking a hit as a result of cuts to public services and the government imposed pay squeeze. Coalition policies have resulted in working people losing huge amounts of money since 2010. There's no relief any time soon. The 'short sharp shock' the government said we needed in 2010 is going to last until 2016 - and you are in the front line while the rich are still enjoying a cash bonanza.

Billionaire companies and millionaire bosses are using off-shoring and tax loopholes to avoid paying their way. At the same time, they are squeezing your wages and asking you to do more for less.

So, we're not all in it together Mr Cameron.

Struggling

We all expect and deserve high quality public services.

But government funding cuts mean that budgets are under pressure at a time when people who are losing their jobs and benefits need public services the most.

Employers are responding to these funding cuts by reducing wages, and terms and conditions of employment.

Staff providing public services should be well trained, motivated and valued by their employers - because we all benefit from the high quality services that such staff provide.

The government is doing nothing to help people struggling under the weight of massive personal debt. Their pay freeze, coupled with cuts to public services and jobs, has fuelled the rise in personal debt amongst our members.

Dave Prentis, UNISON general secretary

If public service workers are losing money and spending less, then the local economy suffers as people have less cash to spend in local shops and businesses.

This is not helping the economic recovery.

We are all paying for poverty pay

And, while you're struggling to make ends meet, you are also picking up the tab for poverty pay.

As taxpayers, we continue to subsidise employers who pay low wages and whose staff have to rely on in-work benefits.

Bad employment behaviour, including zero hours contracts, wage cuts and pay freezes, cost us all.

We would all get better value for money if people were lifted out of poverty pay rather than receiving benefits.

UNISON is delivering for you

UNISON works to defend, maintain (Continued on page 10)
700 mothers to march in protest at NHS privatisation

Organised by a group of working mothers from Darlington who have become disillusioned with the way the NHS is being handled by the government, a March along the route taken by the Jarrow Marchers will take place. They are planning the march to start on August 16 and arrive in London on September 6.

The March will take place in stages and anyone can join in for all or just some of the sections.

March Leader, Joanna Adams says “This is a real peoples march” The march comes as an angry response to the government’s passing of the so-called 119 Clause of the Care Bill on the 11th March. This small print allows Health Secretary Jeremy Hunt to downgrade or close a hospital without consultation - even if it is performing to a good standard.

Adams, a 41-year-old mother of two from Darlington, claims the 119 clause contradicts a court ruling which labelled Hunt’s decision to downgrade Lewisham Hospital illegal.

"I don’t know what happened to ‘no decision without me’ but as far as I can see, the people of Lewisham won a court case saying their hospital couldn’t be closed down and in answer to that, this is what the government has done," she said.

“It’s outrageous; it absolutely makes my blood boil. So we’re going to march all the way to parliament to tell them that we’re not happy with what they’ve done.”

The group are also upset at the report released by the think tank, Reform, which recommends that NHS users should pay a monthly membership of £10.

If you would like to march, or to find out more, go to http://999callfornhs.org.uk/

August 27th - The march walks from Chesterfield to Mansfield
August 28th - The march walks from Mansfield to Nottingham

This Branch would like to offer support, to co-ordinate this and join the walk with us please contact the branch office (see Page 10)

Links:

http://www.thenorthernecho.co.uk/news/11157305.Mums_organise_national_march_for_the_NHS/?action=complain&cid=12678521

UNISON is successfully negotiating to get the living wage paid across the UK. We believe everyone should be paid a decent wage.

Our unique welfare charity There for You, offers financial planning and debt advice as well as financial assistance when times are tough.

And our members can save money by using our range of exclusive member discounts and deals to help make their money go further.
Our members are Worth It. Here are some photos of them saying it loud & proud during the recent NHS Pay Day of Action.
Join UNISON – essential cover if you work in public services

Simply complete the form below and post it to the freepost address on the back page.

1. Tell us about you

<table>
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<th>Title</th>
<th>First name</th>
<th>Surname/family name</th>
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<th>Phone number (please indicate if home, work or mobile)</th>
<th>National insurance number (from your payroll)</th>
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Please give your ethnic origin (tick one box)

- [ ] Bangladeshi
- [ ] Pakistani
- [ ] Black African
- [ ] Black UK
- [ ] White UK
- [ ] Chinese
- [ ] Asian UK
- [ ] Black Caribbean
- [ ] Black other
- [ ] Irish
- [ ] Indian
- [ ] Asian other
- [ ] White other

2. Tell us about your job

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<th>Your job title/occupation</th>
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3. What you will pay each month

Please tick the appropriate box for your earnings before deductions.

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<td>over £35,000</td>
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4. Choose your political fund

One of the ways UNISON works on your behalf is through political campaigning. Your subscription includes a political fund payment so you won't pay any extra, but in UNISON you choose how you want that money to be used.

Please tick only.

- [ ] Our Affiliated Political Fund takes UNISON members' views directly into the Labour Party, working to promote UNISON policies.
- [ ] The General Political Fund is used to pay for branch, regional and national campaigns but is independent of any political party.

5. Choose how you wish to pay

Please tick ONE box only

EITHER deduct from salary:
- [ ] I wish to join UNISON and authorise deduction of subscriptions from my pay by my employer.

OR pay by direct debit:
- [ ] I wish to join UNISON and authorise deduction of subscriptions by direct debit

Signature

Date

Please go to unison.org.uk/privacy-policy to see how we will protect and use your personal information.

Instruction to your bank or building society to pay by Direct Debit

Please fill in the form and send to UNISON, 130 Euston Road London NW1 2AY

Name and full postal address of your bank or building society

To: The Manager

Address

Postcode

Name(s) of Account holder(s)

Bank/building society account number

Branch sort code

Reference number (For office use only do not complete)

Please pay UNISON Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with UNISON and, if so, details will be passed electronically to my bank/building society.

Signature(s)

Date

Banks and building societies may not accept Direct Debit instructions for some types of account.