

7 November 2015

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Thank you to all those who took part in the demo outside the Council House this week. The turn out was fantastic and demonstrated the strength of feeling. Thank you to those who supported staff working in schools with this activity.



We handed in the completed Petition signed by over 5000 people seeking a new approach to implementing this process in schools. This was accepted on behalf of the Council and a response issued in line with the relevant process. Special thank you to Karen Askew who worked with UNISON's local steward Jayne Daniels at St Andrews to coordinate this. Thank you to Matt Chell for his skills on the megaphone.

# UNISON Bulletin

## Demonstration 4 November



**[View more photos on our facebook page....](#)**

## Appeals Process Change

If you have received an update letter on your appeal submission from the Pay and Reward team. UNISON would like to point out that the decision to alter the appeals process was taken by your employer D.C.C and therefore not a direct result of a negotiated stance with the Trade Unions.

Derby City Council has determined they will review the appeal procedure in response to the negotiated position that UNISON is not able to legitimately reach a collective agreement. We maintain that we cannot sign an agreement on behalf of our members, which will mean a direct loss in income by way of changes to Terms and Conditions and a pay system which we consider warrants further investigation.

UNISON understand there was originally a commitment from the Labour Leadership at Derby City that if no collective agreement could be reached then no changes would be made. This is not the case. Derby City Council has now elected to change the appeals process and we understand that they are informing staff who contact the pay and reward team hotline and in workplace meetings that those who appeal could have a less favourable outcome. Members who have contacted us to inform us of this information feel threatened by this proposed change.

To be clear, this is not a proposal which has been sent to UNISON for comment or to negotiate on. We understand that the employer can make changes such as this to a proposal but we consider it is unfair to make these changes after staff have submitted an appeal. The worry is for those who have submitted a full appeal now face uncertainty and worry about a less favourable outcome. UNISON has, and will continue to raise with your employer this concern. This is a fundamental change.

Don't forget UNISON is committed to supporting members with appeals, irrespective of the process determined by your employer, so get in touch for direct support.



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# 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

Title  First name

Surname/family name  Date of birth  /  /

Home address

Postcode

Please give your ethnic origin: (tick one box)

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

## 2 Tell us about your job

Employer's name

Your job title/occupation

Workplace name and address

Postcode

Payroll number (from your payslip)

## 3 What you will pay each month

Please tick the appropriate box for your earnings before deductions.

Annual pay

Your subscription

Up to £2,000  
£2,001–£5,000  
£5,001–£8,000  
£8,001–£11,000  
£11,001–£14,000  
£14,001–£17,000  
£17,001–£20,000  
£20,001–£25,000  
£25,001–£30,000  
£30,001–£35,000  
over £35,000

£1.30  
£3.50  
£5.30  
£6.60  
£7.85  
£9.70  
£11.50  
£14.00  
£17.25  
£20.30  
£22.50

## 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.

Signature

Date

Please go to [unison.org.uk/privacy-policy](http://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

Bank/building society

Address

Postcode



Service User Number

9 7 0 0 5 0

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.

## 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 one box 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.