

# UNISON

## Derby City Branch

# Newsletter

## Annual General Meeting Edition 2018

### Your Invitation to our AGM

**Friday 23 March 2018, 7pm  
at Derby Irish Club, 11 Beckett Street, Derby, DE1 1HT**

#### Welcome to Spring 2018

2017 started as a busy year in summary I would like to highlight some of our Major Campaigns.

#### School support Staff industrial action

Negotiations came to an end in March 2017 with an agreement to implement changes to school support staff contracts in September 2017. Unfortunately the employer reneged on the agreement and we returned back to negotiations, a further agreement was reached to seek a resolution on a school by school basis. We are hopeful that the dispute will be fully concluded by April 2018. School support staff throughout the dispute remained dignified, professional and positive throughout what was a very stressful period. #togetherwearestronger

#### Equal Pay Claims

To date we have lodged over 200 Equal pay claims and the numbers are still continuing to grow, we are committed to continue to raise concerns with the employer over the equal pay review. If members

feel that issues have not been resolved then please get in touch with the branch using the contact details at the back of this newsletter.

#### Libraries

We are continuing to support and defend our members in Libraries who are facing compulsory redundancy, we are taking a legal opinion on the legality of the service transfer without the staff. We are disappointed that the council continue to target predominantly low paid part-time female employees.

#### NJC (National Joint Council) Pay Award

Following a consultative ballot approximately 70% of our members responses indicated that they would accept the employers offer. The NJC meet again on 23 March 2018 and I will update members at the AGM that evening on the final response from the NJC to the Local Government Association (LGA)

*Continued over page...*



## Finally

We have continued to represent our members who have needed support advice and help with collective and individual casework. We have continued to raise with the employer ongoing issues around working conditions and stress, this is ongoing work. We are aiming to visit every workplace throughout 2018 engaging with members, providing information, advice, and support. We will endeavour to contact you before we visit your workplace. In the meantime if you require any help or advice please contact the Branch or your local representative, and we will be able to sign post you to full membership services.

We are aware of ongoing restructures and further potential redundancies within Derby City Council, please be aware we are not always notified by the employer. If your

workplace is undergoing a restructure or discussions around proposed changes, please let us know so that we can appoint a dedicated officer in your area who will be able to offer expert advice and support through difficult times. We also offer short courses that are tailored to help members through times of change. Please see our website, social media, emails, and the branch for further details.

Branch officers have been working hard on your behalf, please see their annual reports contained within this Newsletter. I would like to say a big thank you to all our members for your continued support and look forward to continue to work with you over the next 12 months.

#yourfriendatwork

**Nicole Berrisford**

## Branch Officer Nominations

Nominations were received for this year the branch officers in January 2018, the following officers were duly elected... (to be ratified at the Annual General Meeting)

Chair – Jill Crossley

Vice Chair – Jeffrey Beardmore

Branch Secretary – Nicole Berrisford

Assistant Branch Secretary – People Services – Arlette Kelly

Assistant Branch Secretary – Communities and Place – Julie Warner

Assistant Branch Secretary – Organisation and Governance – Paul Berrisford

Assistant Branch Secretary – Schools – Suzanne Bonser

Welfare Officer – Suzanne Bonser

Branch Treasurer – Julie Walker

Lifelong Learning/Education Co-ordinator – Julie Walker

Communications Officer – Richard Platt

LGBT Officer – Richard Platt

Health and Safety Officer – Louise Wright

Equality Officer & Branch Convenor – Becky Everett

Retired Members Officer – Chris Wheeldon

International Officer – Julie Warner

Labour Link Officer – Currently Vacant

Young Members Officer – Currently Vacant

**We would love to see you at this years Annual General Meeting**  
**Friday 23 March 2018,**

**7pm**

**at Derby Irish Club,  
11 Beckett Street,  
Derby, DE1 1HT**

Doors will open at 6.30pm and business begins at 7pm followed by a buffet social at 8.30pm. Don't forget to bring your free Drink voucher which is at the end of this newsletter and your attendance raffle ticket to be entered in a prize draw to win £50 into Voucher. You can also buy raffle tickets to take part in our raffle on the night to win.

**£30 cosy club voucher**

**Pride Park Stadium tour for 2**

**2 cricket tickets**

**2 Rollerworld Passes**

**2 family vouchers for Paradise crazy Golf**

**Family passes for Happy Hens**

**Plus many more.....**

# Branch Officers Reports

Over the next few pages you can read the annual reports from your branch officers.

## Becky Everett Branch convenor and Equalities officer.

I fell into my role within the branch as a result of the School support staff dispute in Derby. I'm now a full time branch officer and thoroughly enjoying my role. I've been on various courses and attended numerous conferences as a delegate and a visitor.

I'm leading on the library campaign in Derby, it's a shame that as a city we are going to lose 11 libraries but more worrying is that around 40 people are going to lose their jobs. We had a fantastic day on #SOSservices day and despite the weather we had fantastic support & we managed to gather huge media interest.

I'm also leading on a collection of sanitary products to a bid to support women in Derby who are suffering as a result of Period Poverty. Can we add a link.

In January I attended the opening of the new Fire and Police rescue training centre, an absolute delight to be invited and see the facilities. The training demos we watched were outstanding and really brought home the dangers our emergency services workers put themselves in to keep us safe.

## Richard Platt Communications Officer and LGBT Officer

Over the past year I have been instrumental in making sure that our branch communicate effectively with all our members. Keeping everyone up to date on not just local issues affecting our branch, but national changes that are affecting UNISON Members.

With the increase in users of Facebook, Twitter and Social media within our branch this has enabled recent campaigns such as the School Support Staff Campaign and the libraries campaign become effective and have an impact to apply pressure to the employer.

Using my Marketing and social media knowledge I have made sure that the branch delivers consistent and valuable information to our members. I am always keeping myself informed with national changes to Employee rights, National Campaigns, and anything that affects members using this knowledge I share this to all members.

I have attended the Local Government, National and LGBT Conferences and provided in depth live blogs from these events to ensure that all members are aware of what is happening as these conferences are in session, to ensure that members can understand what is being discussed and stay informed.

One of the areas that affects my Job role working in Derby Homes is the current housing crisis and the affect this has on housing staff, an area which I want to make sure is at the forefront of UNISONs policies over the year ahead.

Following the time I have spent on LGBT training and my own knowledge I have now launched Derby City Branches own LGBT Advice base website to provide information and advice for anyone who would like to learn more or become more informed. You can view this website by visiting here...

[derbycityunison.co.uk/lgbt](http://derbycityunison.co.uk/lgbt)

## **Julie Walker**

### **Branch Treasurer and Lifelong Learning & Education Co-ordinator**

My name is Julie Walker and I am Treasurer and Office Manager for Unison and Steward and Health and Safety Officer for Derby Homes. It's been a busy year for Derby Homes as we have welcomed both the Housing Options Team and Derby Advice Team into Derby Homes from Derby City Council as part of the TUPE process and I have worked closely with the Heads of Service to ensure this transgression went as smoothly as possible for our members. There have been a number of restructures some implemented and some are still either in the consultation process or are in the process of being implemented, and I will continue to represent members throughout. I also carry out, with the Health and Safety Team, workplace inspections within Derby Homes offices and places of work.

I attend monthly Trade Union Meetings with management and raise members issues with them, at a recent meeting I explained about Unisons Violence at Work Charter, of which a report has been posted on Derby City Unison website – and Derby Homes are now looking to sign up to it along with other employers throughout the country such as Mencap and Wakefield and District Council.

I also sit on the Region Finance Committee and a delegate to Regional Committee to ensure, along with my colleagues, that Derby City Branch member's voices are heard.

## **Paul Berrisford**

### **Assistant Branch Secretary Responsible for Organisation & Governance**

My name is Paul Berrisford and I am an Assistant Branch Secretary for Organisation and Governance but also assist within the Children's and Young Persons Directorate working within Children's Homes, Shine, Changes etc. highlighting issues such as sleep in payments whereby I am continuing to raise awareness around Unison v Mencap caselaw which is a recent case of which Mencap have appealed on a number of occasions of which have been found in Unisons favour resulting in Mencap having to go back 6 years of backpay, this will obviously affect DDC workers in this area. I have also raised both Unisons Social Care Charter and Unisons Violence at Work Charter with the Employer.

I am also the casework manager within the branch and take the responsibility for the delegation of casework to the relevant Branch Officers within their Directorate, and support them with these cases.

I represent members at sickness hearings, grievances, absence management hearing as well as disciplinaries.

I ensure our members voices are heard at Regional level by attending Regional Council and Regional Health and Safety and attend the yearly Hazards' Conferences and Stress Network UK as part of this remit.

I attend the Disabled Members Conferences to enable me to fully support and understand the issues and discrimination our members face within the workplace with their individual disabilities.

## **Louisa Wass Griffiths**

### **UNISON Regional Organiser**

I am pleased to have taken over from Adrian Morgan as your Regional Organiser. This means I am paid by UNISON to work with a number of Branches. You are now my main Branch, to which I devote most of my time.

- I believe in workers' rights and opposing bullying and discrimination, wherever I find it.
- I specialise in building and maintaining good relationships at work and working together for the common good.
- I have considerable experience in case work and negotiations.
- I was formerly a Personnel Professional and am qualified to CIPD level. I enjoy writing and delivering training courses for reps and occasionally members.

In my life at home I am an active member of my church and a licensed lay minister. I enjoy electronic music. I live in Derby, so it is nice to work where I live. I look forward to meeting lots of you."

## **Louise Wright** **Health & Safety Officer**

As this has been my first year as the health and safety officer. What a year it's been... I've been to Hazards conference, Stress network Conference and to Unisons Women's conference representing our branch and our members. I've handed out new Stress books to our Health and Safety reps to take back to their workplaces.

I have attended numerous meetings raising Health and safety issues within the workplaces. I have constantly raised serious issues which have been affecting our members and will constantly raise issues until they have been resolved.

I have also been present at carrying out health and safety inspections in schools, and highlighting health and safety issues within them schools. I make a point of keeping the members who raise issues with me informed on what I am doing with the issues I'm raising.

I am bringing a few things with regards to ongoing issues with stress I'm planning on doing workplace drop in sessions to help members and to let them know that they can reach out to us and to give advice and a friendly face and give them the support and help to get the right help for them, I've also sourced stress mood cards to give out to members.

I have also attended Regional meetings to represent Derby City branch and our members and have been elected to represent Derby City and regional health and safety matters.

## **Sue Bonser** **Assistant Branch Secretary** **Responsible for Schools & Welfare Officer**

Equal pay cases - 200 Equal Pay Claims have been lodged with Employment Tribunals on behalf of UNISON members in schools. We know other Derby City Council members may have viable claims and we continue to encourage members to complete case forms.

Dispute Resolution - UNISON Branch officers and workplace stewards continue to seek a conclusion to the dispute in Special schools and also in those schools where only temporary mitigation was agreed.

Academy programme - Six schools converted to academy status during 2017 and a further 2 transferred from one academy trust to another. We are anticipating more academy transfers during 2018 and as a branch we are committed to supporting UNISON members through the TUPE process. We believe the best possible response to academisation is to continue to ensure that we have active stewards and workplace contacts in every school. All stewards have the advantage of knowing their workplace.

Individual representation - Together, with our stewards we have represented members in sickness hearings, grievances and disciplinary situations with good outcomes. Our representatives have also been able to work directly with management in workplaces to avoid situations progressing to a formal stage. We have given support and advice to members returning to work following prolonged periods of ill health we are aware of an increase in cases of work related stress.

Stewards - At the time of writing we have 25 trained and active stewards supporting members in individual schools with Academies well represented. We have an additional 4 Health and Safety representatives. Stewards receive full training and meet on a monthly basis to discuss school related issues.

## Julie Warner

### Assistant Branch Secretary Responsible for Communities & Place

I have just completed my 3rd year as a full time officer and about to embark on my 4th (pending ratification ) I'm sorry I'm not here tonight but I am currently attending a seminar in Newcastle in my capacity as the newly elected branch International Officer. Unfortunately this role won't be taking me jet-setting all over the world, but will give me an insight to the work that UNISON does with its sister unions across the globe.

We have more restructures taking place within the directorate, most notably Markets and the Occupational Health, Health & Safety and Well-being teams. No doubt there will be more coming up in the next 12 months.

I have been attending corporate meetings in which I and other colleagues represent the voice of DCC employees and also look at existing and new policies and procedures. I have supported many members through various procedures; sickness management, ill-health hearings, grievances and disciplinaries. I speak to many members over the phone and face to face and deal with general queries as well as sometimes more complicated situations.

Thank you all for allowing me to continue to help you.

## Arlette Kelly

### Assistant Branch Secretary Responsible for People Services

There are restructures across People Services that are still ongoing and include both children's and adult Social care .We will continue to negotiate on behalf of our members for their terms and conditions where TUPE transfer is the outcome. We have continued to support members to submit Equal pay claim forms for legal assessment of potential claims.

Home First/Perth House went through a major restructure and I have continued to support, advise and represent members with varies issues arising from the restructure such as working patterns and work related stress. Through negotiating we have achieved positive and fair outcomes for most.

I continued to support members in grievance, sickness management and disciplinaries and other various issues.

I have continued to visit and meet with members in their work places to build effective communication and to listen and inform them on rights and policy and procedures; advise and represent when necessary. I've encouraged members to access learning and training courses that UNISON run through the year. These courses support members to learn new skills and gain knowledge to help them within their job role and give them confidence to look at career progression and/or to pursue and gain further qualifications.

Thank you for allowing me to continue to advise and represent you for the next 12 months.

## New Health & Safety Newsletter

Look out for the future edition of our new Health and safety Newsletter keeping you upto date with any changes to Health & Safety policies and anything that maybe useful to you.

UNISON

Derby City Branch

Newsletter

Health and Safety - March 2018

### Let's Talk About STRESS

Stress is a big massive issue and the number 1 reason as for sickness absence within the workplace, what with the mounting work pressures, restructures within departments, job cuts within teams although the workloads are increasing, deadlines are getting shorter, each and every one has that imaginary 'brick wall' and when you've hit that brick wall you don't know what to do or where



to turn to or who to talk to, and all the while your freefalling deeper into the black hole, not knowing who to talk to as you don't want to be judged as being seen to be weak, until stress becomes a serious mental health issue and the only way out is your eyes and mind is.....  
Suicide!! Yes stress is that serious. Everyone needs that friendly face someone who isn't going to judge you.

there  
foryou  
supporting UNISON members  
when life gets tough

Here at the branch we are here to be that friendly face who won't judge you but to help you in getting the help you need and give you the support, this is why we are going to be doing drop in surgeries within the workplaces, to raise the stress awareness to make everyone aware of the signs to look out for so that you can spot the early first signs that a member of your 'work family' is showing signs of stress so that you can be there for them and to let them know that you do care.

We have also brought in the stress network books and at the moment we are awaiting a new thing which is a stress mood card. We are continuing in attending Stress network meetings local, regional and national within these meetings we have shared ideas what works

Hello and welcome to the first Health & Safety update in Louise Wright your Health & Safety Officer and

#timetotalk  
#time to talk  
day 2018



Local Govt and FE pay claim news.....

UNISON, GMB and Unite have today received a two-year NIS pay offer from the Local Government Employers

Read More Here...  
<http://bit.ly/2CYB7Y>

# there for you

supporting UNISON members  
when life gets tough

There for You (UNISON Welfare)  
Members experiencing financial and  
emotional difficulties can contact our  
welfare charity, There for You, which  
provides a confidential advice and support  
service for members and their dependants.

For more information contact us on **020 7121 5620** or email  
**thereforyou@unison.co.uk** or contact your branch welfare officer.

## Croyde Bay

HOLIDAY RESORT NORTH DEVON



Welcome to a minimum 15% discount for all  
UNISON Members with Croyde Bay UNISON  
offers

Owned and operated by UNISON, for over  
80 years, Croyde Bay Holiday Resort has  
become renowned for its location, choice  
and hospitality. Many of our guests come  
back year after year, so we like to think we  
must be doing something right!

The Resort has been a popular addition to  
the benefits of UNISON membership, offering  
competitive rates, with special discounts to  
UNISON members and families.

The 15% discount applies to new bookings for  
holidays and short breaks only and cannot  
be used in conjunction with any other offer.  
Offers may be withdrawn without notice.

50% off holidays for low paid UNISON  
Members

We also offer a huge 50% discount for holidays  
for low paid UNISON members. This offer  
is subject to the availability of allocated  
accommodation and meeting certain  
qualifying criteria for either singles, couples  
or families, follow this link for more info....

<https://benefits.unison.org.uk/unison-living/travel/croyde-bay-holiday-resort/>

## Pension Information and Advice Sessions

Look out over the next few  
months for our Pension  
information and advice sessions,  
you will be able to find out the  
options available to you if you  
are considering retiring and  
how to make the most of your  
pension that will benefit your  
own circumstances. We will  
be providing these sessions in  
conjunction with Derby County  
Council and The Prudential. Look  
out for dates to be announced  
shortly.

For more information please contact  
Julie Walker at the branch on:

**unison@derby.gov.uk call us on  
01332643216 / 643217**



**Thank you for helping us  
stop Period Poverty**

A great big thank you to all our  
members!

We would like to thank everyone  
so much for your kind donations  
towards the Period Poverty  
project.

We handed over 160 sanitary  
items to the HOPE Centre  
DERBY on Thursday as part  
of International Women's Day  
8th March

We couldn't have done this  
without your help so again I'm  
saying Thank you!

Becky Everett - Branch Convenor  
& Equalities Officer

# Contact us

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Market Place,  
Derby, DE1 3AR**

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**01332 643216 / 643217**  
Email:  
**unison@derby.gov.uk**

## Keep informed

Make sure you Like us on Facebook and follow us on twitter for regular updates and information

**facebook.com/  
unisonderbycitybranch  
twitter.com - @unisonderbycity**

or visit our website on  
**www.derbycityunison.co.uk**



## UNISONdirect

UNISON helps its members resolve problems or issues related to work and home. Whether you are being bullied, want to find out more about your rights to flexible working or need help with your finances, UNISON can offer you confidential advice.

**For more information you can visit**

**<https://www.unison.org.uk/get-help/> or  
call UNISON Direct on 0800 0 857 857**

## Drinks Voucher

To be redeemed at the bar during  
UNISON Derby City Branch's  
Annual General Meeting 2018

Choose one of the following: 1 pint of draught beer or lager,  
1 glass of wine or a soft drink.



## Raffle Ticket Name

Membership Number



Your chance to win a £50 INTU Voucher