

BRANCH LINES

UNISON West Sussex Branch newsletter • www.unisonwestsussex.org.uk



Britain needs a pay rise

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Britain needs a pay rise

SATURDAY 18 OCTOBER 2014.

We sent two coaches of members to London to take part in the TUC march 'Britain needs a pay rise'.



By 11 o'clock - when the London march was due to start forming - noisy and colourful UNISON members were already filling half of the 100m of dual carriageway allocated to them.

By the time the march set off for Hyde Park at noon, an exuberant sea of purple and green filled the Embankment - joyful but with a serious message: we need fair pay and justice, not just to defeat austerity but to fix an economy which has still to recover from the crash of 2008.

UNISON General Secretary Dave Prentis was among the keynote speakers at Hyde Park, together with other union leaders and celebrities.

The day was a huge amount of fun, and lots of chatting, laughs and networking took place. We hope we made our point too - on behalf of all Branch members who could not be there - that Britain needs a pay rise!

WELCOME

Welcome to this new re-vamped edition of Branch Lines.

The branch office is busier than ever and we hope Branch Lines will keep you up-to-date with the wide range of work we do to support members. This is a bumper issue as we have news to catch up on.



In the next issue we'll cover some of the 'softer' benefits of membership, like how to use your UNISON membership to save money, and access our legal support when it's not related to work. But meanwhile, I hope you'll enjoy reading Issue No.1. Feedback will be appreciated.

Dan Sartin,
Branch Secretary

West Sussex rejects but UK accepts

UNISON West Sussex members on NJC pay voted resoundingly to REJECT the national employers' new pay offer. The results of the Branch's consultative ballot were:

REJECT 80%

ACCEPT 20%

However, the picture across the rest of the UK was not so resolute. UNISON members across the rest of the country voted by 2:1 to accept the pay offer put forward by the Local Government Association. The proposals cover a two-year period from 1 April 2014 to 31 March 2016.



Birmingham's Capita call centre brought back into council control

The Birmingham City Council call centre, with 380 staff, was transferred back to council control on 1 November in a bid to save £20 million over seven years.

A survey of people using the call centre, operated by Capita Service Birmingham, has found woeful levels of customer satisfaction.

- Only 49% were happy with their experience
- 41% found staff unwilling to help
- Only 43% were happy with the resulting service.

“Our in-house call centre will now be managed around quality rather than call volume or handling times.”

Chris Gibbs, Birmingham Council assistant director

According to a report to councillors, the damning results have been blamed on ‘a profit driven call centre rewarded on increasing call volume’.

It's interesting that WSCC managers visited Service Birmingham prior to its contract award with Capita to get a sense of how things were working in practice, to understand some of the challenges experienced so that they could learn from it.

Special schools catering contract failure



Against union advice, the County Council's catering contract for special schools was to be outsourced this summer, but it failed before even one meal was provided.

This was due to fundamental flaws in contract negotiations, such as these five below:

1. Chartwells was the selected contractor. WSCC assumed that because it had worked with this company before, they could be trusted to provide a well-researched and fully-costed bid. They could not.
2. WSCC also expected that departments within Chartwells important to this bid would communicate effectively with another; they did not.

3. Managers thought that WSCC staff would be happy to transfer over to Chartwells. Our evidence tells us many were not.
4. The business case was not made available to the union to scrutinise, so we were unable to provide the challenge which may have assisted managers when evaluating bids.
5. The urgency to outsource the service meant that a lack of time hampered the whole process and limited opportunities for dialogue.

This resulted in the service being retained in-house, to the relief of UNISON members, and no doubt the children and parents who use this service.

Favouritism alive and kicking

CHICHESTER FESTIVAL THEATRE AWARDED £1.5m GRANT

Yet again, the County Council has seen fit to subsidise the Chichester Festival Theatre to the tune of a £1.5m grant, this time from 'Kick Start' funds. Since 2001, WSCC has donated almost £4.5m to the theatre. The latest indulgence is at a time when the council is facing the most severe cuts in its history, where for example, the Fire & Rescue Service will see its budget cut by £1.6m.

There are day centres across West Sussex where water is collected in buckets when it rains because of lack of investment; where the Youth Service has been decimated beyond recognition; where the



change in eligibility criteria for adult social care has resulted in thousands being denied access to moderate social care support. We could go on.

The council gains no direct benefit from the theatre. It has never agreed to offer even a marginal staff discount to council workers. Debatable claims the wider economy benefits from this

no-strings hand-out resonate little with the many other theatres across the county, largely ignored by WSCC.

It demonstrates how out of touch some councillors are from many people's reality, when thousands are supported by food banks across the county.

The County Council has committed to removing revenue support for the theatre from next year. History tells us that funds will be found from somewhere. Be assured that the union will be scrutinising every future proposal put forward to support the theatre and will vigorously challenge at every opportunity.

UNISON criticises Council 'spin machine'

We recently criticised the County Council's 'spin machine' for issuing misleading press releases.

Back in July, the council issued a press release trumpeting that it was 'reducing the overall senior management team from eight directors to four executive director posts and from 64 overall senior managers to around 20.'

Many news outlets interpreted this to mean that a total of 48 redundancies were being made, when this

was not the case. In fact the only redundancies the WSCC Governance Committee was asked to approve was a reduction in the highest-level senior management structure, from eight to four.

UNISON Branch Secretary Dan Sartin said: "It appears that WSCC was quite happy to leave this false impression hanging in the air, perhaps because it fitted with their

preferred political narrative that the Council is making 'tough choices', and 'cutting bureaucracy' whilst at the same time freezing council tax.

These posts are not 'nice to haves'. The council needs enough good managers to keep essential services running smoothly. If there are further management cuts in the coming years to help meet the target of £125million, be in no doubt, services will suffer. There are no celebrations to be had, and there should be no spin or attempt to kid voters that public services can be run without managers."

NEW REPORT

Youth Service cuts



UNISON has published a new report – ‘The UK’s youth services: how cuts are removing opportunities for young people and damaging their lives’.

The report is based on two pieces of research:

- A Freedom of Information request sent to every council in the UK, to find out the extent of the cuts in youth services since 2012; and
- A survey of UNISON members, asking questions about the impact of the cuts on young people and the communities they live in.

Among the key findings:

- More than 2000 youth service jobs have been lost since 2012.
- 350 youth centres have closed as a result of the cuts.
- 41,000 youth service places for young people have been cut.

- At least 35,000 hours of outreach work by youth workers has been removed.
- Youth service spending has been cut by £60 million since 2012, and since 2010 the figure is £259m.

The report makes clear that cuts to youth services lead to increased poverty, crime, higher youth unemployment and an increase in teenage pregnancy and sexually transmitted diseases. These factors will have major knock-on effects on communities, the criminal justice system, the health service and the economy.

The report states: “The cuts of £1.9m in West Sussex follow a similar reduction two years earlier, which led to the closure of 15 youth centres and the loss of 37 full-time equivalent staff.” This equates to 120 jobs.

WSSC BUDGET SURVEY

Why bother?

We will be waiting eagerly to find out if any of the results of the recent (and poorly constructed) County Council budget survey ‘What matters to you?’ are taken into consideration by the council when setting its budget.

The local press has already reported concerns that the annual budget survey is a sham. According to Cabinet Member for Finance Michael Brown, “Views of the public in a county council survey are not ‘statistically significant’.”

It does beg the question: why are such surveys conducted at all? If results are not going to be considered, why bother to ask people in the first place and spend valuable officer time working on it?

Mr. Brown continued: “The key decisions will be made by the elected members, not by people that partake in surveys,” though Council Leader Louise Goldsmith reported that the council did take note of findings.

The branch’s position is that both the public and staff should be fully consulted and have their views taken into account. Times are hard but it is right and proper that residents are asked to pay a few more pence each week to help protect services and jobs. Budget cuts affect us all, as we all use council services such as roads, footpaths, libraries, social care and education.

“You have been an absolute diamond in helping me to get what I feel is the best arrangement for us all”

Gary Towner, Unison Member, as told to a caseworker

University of Chichester agrees to pay living wage

The University of Chichester has agreed to pay the living wage to all staff based on its Chichester and Bognor campuses.

The university already pays all its directly-employed staff above the living wage, but the university's decision means that staff working for firms the university contracts to deliver catering, cleaning and security will now also benefit. These contracted staff had been paid at or very near the national minimum wage — now £6.50 per hour.

Dan Sartin, Branch Secretary of UNISON West Sussex, said: "We are pleased the University recognises the importance of the living wage. It is only right that all staff receive a fair day's pay for a fair day's work.

"UNISON is particularly pleased that a prestigious academic organisation like the University of Chichester has taken this evidence-

based decision. It's a signal to all West Sussex employers that the bar can be raised in how low-paid staff, the unsung heroes in our workplaces, are treated."

This contrasts markedly with West Sussex County

"If a living wage was introduced the Treasury would save £3.6bn. This includes £1.1bn in means-tested benefits, which is effectively a subsidy for employers who refuse to pay their staff enough to live on." The Fabian Society

Council's position where, in a written response to Labour group councillors, the Cabinet ruled out the introduction of the living wage for council staff. 85 councils in England

and Wales and all Scottish councils now pay it. Chichester University's decision follows on from the branch's first employer to introduce the living wage – the 'Grace Eyre Foundation' back in 2012.

In a related move, UNISON is proud to have been shortlisted for the Living Wage Champion awards in recognition for the union's work on the issue throughout the past year.

Personal injury successes

Recent awards from cases taken by UNISON's solicitors.

- **£35,000** after tripping and breaking a wrist whilst attending to a service user.
- **£2,450** in damages after tripping on an uneven paving stone.
- **£1,750** in damages after being injured by an unsupervised student.
- **£2,250** settlement after injuring a foot at work.
- **£2,750** for an injury to the lumbar spine after being knocked off their bicycle.

No deduction was made from the damages received. UNISON's free personal injury service is one of the benefits the union offers. It covers you for injuries sustained both in and outside the workplace, and your partner for injuries sustained outside their workplace.

DID YOU KNOW?

At any one time, the UNISON West Sussex branch is involved in up to 25 restructures.

(UNISON West Sussex)

UNISON events 15–19 December



UNISON West Sussex will be visiting the council office hubs during December to wish our members a happy Christmas.

Branch Officers and Representatives will be available to discuss any workplace issues you may have and to provide advice and support. For non-members, we will be encouraging you to make joining UNISON your New Year’s Resolution!

UNISON will provide a £10 shopping voucher to anyone joining at one of these events, or to an existing member who recruits a friend.

For more information or to join UNISON call **01243 777636**, visit www.unisonwestsussex.org.uk or email office.unison@westsussex.gov.uk

Date	Time	Location	Building
15 December 2014	9am to 4pm	Canteen	Durban House, Bognor Regis
16 December 2014	9am to 4pm	Costa Coffee	County Hall North, Horsham
17 December 2014	9am to 1pm	Conference Room	Crawley Library
18 December 2014	9am to 4pm	Canteen	Centenary House, Worthing
19 December 2014	9am to 4pm	Martlets Restaurant	County Hall, Chichester

Unfair PDR score?



**Q: What would you do if you thought your Performance and Development Review (PDR, or ‘appraisal’) score was unfair?
A: Tell us immediately!**

We know of cases where PDR scores have been used unfairly as evidence to select people for redundancy. We will support you through a formal appeal, challenging management performance presumptions made about you. Recent cases have highlighted the stressful, overly complex and inconsistent process experienced by some of our members. We know:

- PDR quality control across services is often poor;
- poorly conducted PDRs have increased stress and sickness absence;

- some members have had to consider taking out grievance procedures against managers regarding PDRs;
- some management teams feel duty bound to award a proportionate number of low and high scores, irrespective of actual performance; and
- we have successfully supported individuals who appealed their score and kept their jobs.

If you receive an unfair PDR score, the first thing you should do is tell us. We have staff experienced in dealing with such scenarios. We can put resources in place to support you through the process. You don’t have to go through it alone.



Dave Hammond

Standing shoulder to shoulder with workers across the world

Working across international frontiers is a key element of UNISON's wider role, supporting workers facing unimaginable challenges.

Branch officer David Hammond recently attended a UNISON regional seminar to discuss important international issues affecting the union. Among the issues discussed were the following.

- 1** The 'Transatlantic Trade and Investment Partnership': a proposed free-trade agreement between the USA and the EU to further open up public services to private companies motivated primarily by profit rather than people's needs.
- 2** An update on the activities of the 'Justice for Columbia' movement, created in response to the appalling human rights crisis in Colombia and particularly those committed against trade union members.
- 3** The Palestine Solidarity Campaign: supporting international law, human rights, peace and justice for all Palestinians and opposed to any form of racism including anti-semitism and Islamophobia.

Branch Committee in September voted to renew our affiliation to the Cuba Solidarity Campaign, and to donate £100 to Medical Aid for Palestinians in recognition of the devastating humanitarian crisis facing Palestinians in Gaza.

DID YOU KNOW? The government tries to justify austerity by arguing that it is tackling government debt, but the debt has risen from £870bn to £1,305bn since the Tory-Lib Dem coalition came to office. (UNISON 'Worth It' campaign).

CAPITA

Capita(l) offences

Many UNISON members have contacted the Branch office as there have been a significant number of problems with the Capita service, which Branch members across a range of employers now have to use. We have had a lot of feedback about poor service particularly in Pensions and Payroll.

We have raised this with WSCC commissioners, and are advising individual members on resolving their issues. It is a good idea to keep a record of what is happening and then put your complaint in writing. We are working with the council so that complaints policies can be more visible to staff. But let us know so we can advise you first about the best course of action.

UNISON has a number of concerns about the Capita contract, not just the reality of the service staff receive as 'customers', but also on the lived experience of Capita staff at work. The Branch participated in a national academic study on outsourcing this autumn, and we hope to expand this work shortly. We will report back on this through Branch Lines.

WOMEN IN UNISON

Beverley wins dementia care award

UNISON and Crawley Wellbeing Team member Beverley Loxston-Bown recently won the 'Dementia Care Award', sponsored by Guild Care.

This was part of the West Sussex Accolades 2014, recently presented at the Arundel Wetlands Centre. Many of the award winners are on low or minimum wages.

The Accolades honour extraordinary individuals and organisations that provide social care services to the

residents of West Sussex.

Beverley is the Older People's Officer at Crawley Wellbeing and on the Dementia Alliance Team. She helped to set up the 'Forget Me Not' club supporting carers and their loved ones. She was nominated by UNISON Workplace Rep Wendy



Wendy Wilson (left) and Beverley Loxston-Bown

Wilson who also volunteers to help provide this service. Wendy said, "Because of the cuts to moderate social care needs, many of the services formerly available to vulnerable people have gone. However, I can refer people to volunteer groups such as Beverley's so they can get help."

Congratulations to Beverley from all at UNISON West Sussex.



PROFILE OF A WORKPLACE REPRESENTATIVE

Karen Fisher Northbrook College, Worthing

"As a union rep the last thing I want to hear is 'restructuring'. Experience tells me this will lead to job losses. Despite the supposed 'ring-fencing' of education funding, several West Sussex colleges are currently experiencing job losses. When I deal with this, my starting point is always that behind each job lost is a human being with dependants, bills to pay and future plans to re-assess. It's common sense to me, but many employers seem to overlook or ignore it."

"Last academic year at Northbrook College we were

consulted over a restructure to cover a funding shortfall. Luckily, our union has a good working relationship with the principal. She discussed areas and posts affected with the recognised unions. As UNISON rep, I deal mainly with support staff. Most of them are on fixed-term contracts."

"For each post lost, I discussed how large the selection pool would be for staff at risk of redundancy. Where a fixed term post is not renewed, I ask for the reasons for the decision to be put in writing to the

member. Asking these questions has helped highlight other possibilities, leading to either a reduction in the posts at risk, or at least a postponement of the area being restructured."

"Dealing with members facing possible job or income loss is always very hard. In my experience, it is always worth challenging statistics, asking for more information, checking with the branch and discussing alternatives with management. There is nothing to lose, but potentially much to gain!"

SHARED PARENTAL LEAVE



The new law on Shared Parental Leave will be introduced on 1 December 2014, subject to parliamentary approval.

This means that parents whose children are due to be born or placed after 5 April 2015 will have access to a fully flexible system of parental leave.

Eligible parents will be able to take up to 50 weeks of Shared Parental Leave (and receive up to 37 weeks of pay) in total, and can share it as they want, allowing them to take leave together or in alternating blocks.

The regulations will be in force from 1 December 2014 to take account of early births.

DID YOU KNOW?

In 2013–14 almost 92,000 people were given 3 days' emergency food by the Trussell Trust in the South East of England, including over 33,000 children

(UNISON Regional Council)

WOMEN IN UNISON

Pregnancy discrimination

An alliance of unions, including UNISON, and voluntary organisations has launched a manifesto against pregnancy discrimination. It sets out eight key policy actions for the next government.

The Alliance Against Pregnancy Discrimination came together following a report by the charity, Maternity Action, which found that pregnancy and maternity discrimination is now more common in UK workplaces than ever before, with as many as 60,000 women forced out of their job each year.

The measures proposed in the manifesto include:

- Sending a strong message to employers (supplemented by a high-profile government information campaign) that economic 'hard times' are no excuse to flout the law on pregnancy and maternity discrimination.
- Abolishing the fees for discrimination and other employment tribunal claims introduced in July 2013.
- Delivering a significant injection of funding into the specialist information and advice services that pregnant women and new mothers need to help protect their rights.
- Creating a statutory right to time-off and facilities for breastfeeding at work and clear legal protection against harassment or discrimination for exercising this right.



Capita and ACAS compliance

UNISON supported a disabled member through a performance improvement process with their employer, Capita. With 'reasonable adjustments' they came through with flying colours.

Two weeks later our member contacted us to say they had been called to a management meeting, told not to tell us, and offered £3,000 to sign a voluntary redundancy 'settlement agreement'. If they didn't accept, they would be downgraded. We took it up with senior Capita management. Capita correctly pointed out that it's not a legal requirement to allow union representation in initial 'without prejudice'



discussions on settlement agreements. We stated that it is ACAS recommended good practice and would they not want to reflect this? Capita asserted they do not follow ACAS in this regard, but would try to make a local agreement with the Branch. We now have a verbal agreement to

ensure all employees can be accompanied by their trade union rep to such meetings, though we could not get written confirmation. But we did manage to satisfactorily resolve the situation for our member.

So if you are ever invited to a 'without prejudice' meeting, or to discuss a 'settlement agreement' – don't go alone. Phone UNISON, your friend at work, and we will be on hand to help.

Time to govern your money!

By April 2015 every Local Government Pension Scheme (LGPS) fund in England, Scotland and Wales must establish a fund board with half the seats going to scheme members.

UNISON has been campaigning for over 7 years for members to be involved in the decision-making processes of the LGPS funds. Every other pension fund in the UK has member representatives, many nominated by their trade union. We need UNISON members, like you, to step

up and take on this exciting role. You will be responsible for something that matters hugely to members whose interests you would represent – the security of their pension at a cost they can afford.

UNISON members from any employer in the West Sussex LGPS can get involved (not just West Sussex County

Council) and so can UNISON retired members as long as they are receiving an LGPS pension.

You will need to complete training for the role. The West Sussex branch will cover all expenses incurred. Please get in touch if you are interested in getting involved as a Pension Board rep.

“Between 160,000 and 220,000 direct care workers are likely to be on less than the National Minimum Wage. Around 150,000 domiciliary care-workers are employed on zero-hours contracts.” (The Resolution Foundation)



Council land speculation in Crawley

WSCC has spent almost a million pounds (£925,000) buying a 93 acre plot of land near Gatwick Airport, as part of its bid to raise money through property speculation.

The council confirmed the land is being held as an 'investment property' but said no final decisions have been taken about its future use. This is the first plot of land purchased by WSCC since they announced plans to build housing to generate income through property development.

This will see new homes being built for onward sale or rent in the private sector. The council will be looking at opportunities to buy further land 'on a case-by-case basis.'

UNISON Branch Secretary Dan Sartin said, "It is concerning that the Council is putting this cash and staff resource into pursuing speculative commercial ventures. In our view it should be focused on managing public services. However, the background of senior councillors is almost entirely commercial, so it's not surprising we are seeing this misplaced focus."

Dan continued, "Speculation is no substitute for proper levels of public funding. The Council is misguided in freezing council tax at the expense of services and jobs, while thinking it appropriate to fill the gap created by them and central Government by speculating in land."

It will be interesting to see how many of those houses will be 'affordable'.

UNISON'S TOP TIPS

Surviving a restructure

If your service or job is facing a restructure you need to know how best to survive the changes. To help you as best we can, make sure you do the following five actions as soon as you hear the slightest hint of change:

- 1 Come to us first.** Only use the UNISON channels for feedback. By amalgamating all responses, we can provide a stronger case.
- 2 Don't leave it too late.** It's really difficult to raise concerns retrospectively, so let us know well before any consultation deadlines.
- 3 Don't presume proposals are a 'done deal', they are not!** The union has successfully challenged and changed proposals in the past.
- 4 Nominate a UNISON rep (if you don't already have one).** A rep will collate your feedback and discuss it with us collectively. They form the bridge between yourself and the Branch.
- 5 Think about the wider service impact.** Challenge proposals by putting forward better ones that don't just benefit you, but the wider service as a whole.

UNISON is 'recognised' by all our large employers, meaning they must demonstrate they have meaningfully consulted and negotiated with us.

So before any restructure, think five. It will save time, reduce stress and make sure your views are fully considered.

"Trade unions have been an essential force for social change, without which a semblance of a decent and humane society is impossible under capitalism." (Quote from Pope Francis)

“Many thanks again for the chat – it really helped. Joining the union back in 2008 was one of the best things I’ve done in my working life – really great support and a real ‘comfort’ when times are difficult.” (UNISON member, WSCC)

Save our NHS!

UNISON’s South East regional office has expressed deep concern at the decision to privatise £235m worth of NHS musculoskeletal services in West Sussex to BUPA. Allowing private companies to cherry-pick the most lucrative NHS services can destabilise all NHS provision.



Western Sussex Hospitals Trust has written to every GP in the county expressing serious concerns about the viability of its Accident & Emergency services at Chichester and Worthing Hospitals if the privatisation goes ahead.

This is even more concerning when you take into account BUPA’s performance in West Sussex. In the summer of 2013, BUPA

closed its Oakhurst Grange care home in Crawley due to a damning Care Quality Commission report. The CQC found vulnerable elderly people lying soaked in their own urine, bed linen soiled with faeces, and many other examples of poor care.

Latest news is that the Clinical Commissioning Group has delayed its decision to allow a risk assessment to be conducted;

this is good news. UNISON amongst others is now demanding that:

- the terms of reference for the risk assessment are published;
- it is an open process which allows public involvement; and
- full consultation on such an important decision follows.

Watch this space!

Find out more about UNISON South-East region

Our branch is supported by UNISON’s South-East regional office, based in Guildford and Brighton.

It’s an important resource, helping us support our members who are tackling some of the most difficult and challenging workplace issues. They:

- organise legal support through Thompson’s, the union’s solicitors;

- provide strategic and management support to branches across the South-East;
- convene regional conferences to debate national and regional issues affecting the union;
- champion many

campaigns across the year; and

- support self-organised groups, for example those representing women members, black and minority ethnic members, disabled members and many others.



To find out more about the regional office, go to their website: www.unisonsoutheast.org.uk

PROGRESS REPORT

Northleigh air quality

After pressure from UNISON's Health and Safety Officer Chris Barrett, WSSC's Facilities Management Team commissioned outside specialists to fully investigate air quality issues in the Northleigh building, Chichester.

Chris had campaigned on behalf of our members after there had been no movement on resolving the very unpleasant conditions for some time.

Problems are caused by the building's design. Air is supposed to move around the building and be cooled or heated as required. However, as Chris said: "The air was neither being effectively

moved nor temperature controlled. The building was effectively sealed. In addition, staff were not being consulted or kept informed on this particular issue. UNISON believed this situation was detrimental to staff health, safety and welfare."

"Many staff complained of headaches and other health issues. There was no

question that staff welfare was suffering as a result of the conditions in Northleigh."

Following recommendations, system control settings were changed. Chris confirmed: "The bottom line is that whilst conditions are not as good as they have been in the past, they have certainly improved to the point where there is no longer a constant stream of colleagues complaining about the air quality."

It's always worth raising health and safety concerns with the union. We will always do our best to help improve your working environment.

Aspire 'spinning' around and around

Many staff feel the Adult Education Service (now social enterprise 'Aspire'), was 'spun out' of the County Council ill-prepared. Here are five key issues told to us by a staff member.

- 1 Legal advice was very muddled, promising that a staff representative would be on the board of the new company, which never materialised.
- 2 The Head of Service/CEO wanted to rush us to spin out despite UNISON warnings.
- 3 Crisis point was reached when the CEO announced she didn't know if the company could afford to pay salaries.
- 4 A staff restructure was announced. 25% of the workforce opted to take voluntary redundancy.
- 5 The council stepped in to help and due to this, Aspire survived.

This case study illustrates the dangers of spinning out services. Let us know if you hear any rumours in your area.

"Please thank X as well as yourself for helping resolve this. It is a shame that X management have not a clue what they are doing. I am very glad to be with UNISON."

(Quote from a UNISON West Sussex member)

NUMBERS (UNISON 'million voices' campaign)

£38.5m =

bonus payments to Barclay's top bankers

1,800 nurses

9,625 hip operations

600 children's neuroblastoma treatments

3,000 home care workers



Branch Committee members Calve Coleman and Vanessa Cummins

Branch Committee now on our website

If you're not sure who is the union rep for your workplace, or not sure who leads on key issues for the branch, check out our website www.unisonwestsussex.org.uk under the 'About' tab.

All Branch committee members are listed, most with photographs so you can easily recognise them around your workplace. If you know of colleagues who want to join the union, or existing members who need a bit of advice, your rep is the first point of contact. If you think you could be a representative, talk to us on 01243 777636 or complete and send-in the form below.

Can you help?

Become a **UNISON Workplace Representative**.

It's a vital Branch role. Representatives:

- invite new colleagues to join;
- represent members' views;
- distribute information about UNISON; and
- get involved in local issues and negotiations.

Full support provided and paid time-off to carry-out duties. Interested? Complete the form below.

NOMINATION FORM to become a UNISON Workplace* Representative

Complete and send to: UNISON West Sussex, County Hall, West Street, Chichester, PO19 1RQ.

I would like to become the Workplace* Representative for *(name your team, location, directorate or employer)*:

Full name (PLEASE PRINT)	Signature	Date
Proposed by (PLEASE PRINT)	Signature	Date
Seconded by (PLEASE PRINT)	Signature	Date

Please note: proposers and seconders should be UNISON members from the same workplace.
*A workplace may be a large team, a location (a day centre for example), a section within a directorate, or an employer.

NO MORE £10 VOUCHERS

The Branch's £10 recruitment incentive for members must stop from 1 January 2015. New guidelines from HMRC and UNISON's national office mean our scheme could compromise rules on payment for services and contracts of employment.

We may decide to hold time-limited recruitment campaigns offering vouchers, but we cannot offer this incentive on an ongoing basis. The decision was endorsed by Branch Committee on 24 September. The Branch will honour vouchers for any new members recruited before 31 December 2014.

UNISON WEST SUSSEX BRANCH

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5 reasons to join a union

Public sector workers face constant upheaval from the government's austerity policies and reforms. Here are five good reasons to join a union.

1. COLLECTIVE BARGAINING Unions negotiate your pay, pensions and terms and conditions such as holiday entitlements. An average trade union member earns £4,000 a year more than non-unionised workers (Daily Telegraph).

2. LEGAL ADVICE AND SERVICES The government has restricted the ability of many workers to pursue valid claims by introducing fees for employment tribunals. UNISON pays members' tribunal fees and provides free legal representation.

3. PERSONAL REPRESENTATION When you need information or advice you'll be glad you joined a union. Help ranges from providing a sympathetic ear, to full-blown legal representation.

4. HEALTH AND SAFETY Local safety representatives have statutory rights to help protect your health and safety at work. Issues range from stress and mental health to hazardous substances.

5. EQUALITY Unions lead the fight for workplace equal opportunities and pay. We stand against discrimination, negotiate family-friendly policies, ensure fair recruitment and promotion, and negotiate adjustments for disabled workers.

If you'd like to join us, complete and send in the slip below.

Join UNISON! MEMBERSHIP FORM REQUEST

Complete and send to: UNISON West Sussex, County Hall, West Street, Chichester, PO19 1RQ. You can also join online at: www.unisonwestsussex.org.uk/join

Name (PLEASE PRINT)	Email address
Workplace address	Home address

I would like more information on (please tick all that are relevant):

Joining the union

Becoming a rep