

# BRANCH LINES

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**PAY**

**UP**

**NOW!**

**CAMPAIGNING FOR BETTER PAY!**

**UNION PRESSURE FORCES  
GOVERNMENT U-TURN ON  
PUBLIC SECTOR PAY CAP**

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**PARKING:  
OUR RESPONSE  
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## INTRODUCTION



In this edition we explain some of the challenges our branch has faced over the summer regarding consultation processes at the council. Though it's been tough at times, we believe things

are now moving in a more positive direction.

We share our views on the council's controversial parking proposals, the function of the Culture Board and bring you up to date with issues impacting specifically on our schools-based members.

Nationally, UNISON is leading a campaign to smash the pay cap and

negotiating with employers on the next NJC pay claim.

Below, we look at proposals contained within the council's 'voluntary severance' scheme and how they might impact on you.

Please support your local branch as we enter the next few challenging months!

**Dan Sartin,**  
*Branch Secretary*

# WSCC 'VOLUNTARY SEVERANCE' SCHEME

**WSCC opened a corporate-wide 'Voluntary Severance' (VS) window for staff during September. For staff with more than 2 years' service the scheme will operate like the last corporate-wide Voluntary Redundancy window. Staff with less than two years' service will also be able to apply.**

Like with any job losses, UNISON has concerns. WSCC must ensure that staff who remain at the council do not end up with additional work because colleagues have left through the VS scheme. The council is insisting that 'business cases' are drawn up which show how a role is no longer required at the council before any severance will be agreed. UNISON welcomes

that, and will be on hand to advise any members who have concerns about work transferring to them if colleagues' VS applications are approved.

The VS window is not targeted so anyone can apply. This will raise expectations as the council is not in a position to see key workers leave. It still has statutory responsibilities to fulfil and residents to

serve. It won't be enough to say that you are unhappy with the latest restructure or the time is right for you to personally leave the council. This will lead to disappointment for some.

UNISON has worked with the council to ensure the scheme will lead to the right decisions being made, not just for individuals but also for services and staff. The branch also set up free financial and pension advice surgeries for members, which were fully booked up.

For more information on VS, please contact the branch office on 01243 777636.



# UNISON'S PAY CAMPAIGN

UNISON's new National Executive Committee (NEC) has outlined plans for an autumn of campaigning. Much of the current public debate frames the pay-cap issue as one only about uniformed public-service workers, and fails to include many other vital workers providing key public services.



General secretary Dave Prentis said, "We need a push across the whole union to break the government's pay cap policy. We can do this with a campaign which is part political and part industrial. What better time to put pressure on than when you've got a split government?"

The NEC agreed a three-point strategy:

- campaigning against the pay cap, running alongside the union's Public Service Champions work;
- campaigning to save the NHS; and
- campaigning against austerity.

As well as political campaigning, the NEC agreed to work to answer the question, "How do we take effective industrial action?" given the constraints of the new Trade Union Act.

To make sure the strategy is most effective it will be agreed in consultation with local UNISON branches. See the back page for details of our pay events.

## END POVERTY PAY!

UNISON has made a National Joint Council (NJC) pay claim for 2018-19 seeking to move lowest paid staff onto the real living wage of £8.45 an hour and for all employees to receive a 5% pay rise.

This follows eight years of government-imposed pay restraint, with wages frozen or increased by just 1%.

UNISON also wants to see everyone in jobs paid the same rate as over 25s, including young employees and apprentices.

In evidence submitted to the Low Pay Commission, UNISON highlighted the struggle faced by many low-paid public service workers. Tens of thousands of council workers are not being paid the real living wage. Figures are likely to be an underestimation as they exclude those who deliver public services through private organisations in social care, cleaning and catering. Some staff are being exploited because the existing minimum wage is not being enforced.

5% is a reasonable aspiration. The branch is holding events in schools and council offices (see back page) to meet members and explain the situation. We have to be prepared to take industrial action if we want a fair, real-terms pay rise for all public sector workers, not just police and prison officers.

Negotiations continue. We'll report back on progress through our usual channels.

# CONSULTATION AND CULTURE AT WSCC

**During the summer, WSCC abolished its Staff Joint Committee (SJC). This was a committee where six senior UNISON reps met with six senior councillors to discuss workplace issues.**

The argument was made that all staff matters should go directly to the chief exec instead, with councillors only involved if those negotiations fail. SJC has been replaced by regular monthly meetings with the chief exec (previously quarterly, so an increase in frequency).

Therefore, UNISON still has an adequate negotiating forum for you. In fact, it is more frequent. UNISON was more concerned with the way the change was implemented. There was no consultation with us. We read about the proposals the day they were released on the council's website. This isn't a typical approach to partnership working and if continued will bring challenges to us all.

This approach was also highlighted in the handling

of parking proposals (see opposite). UNISON did not see these before they were issued. In our view, they were not fit for purpose and only served to unnecessarily heighten anxiety amongst staff.

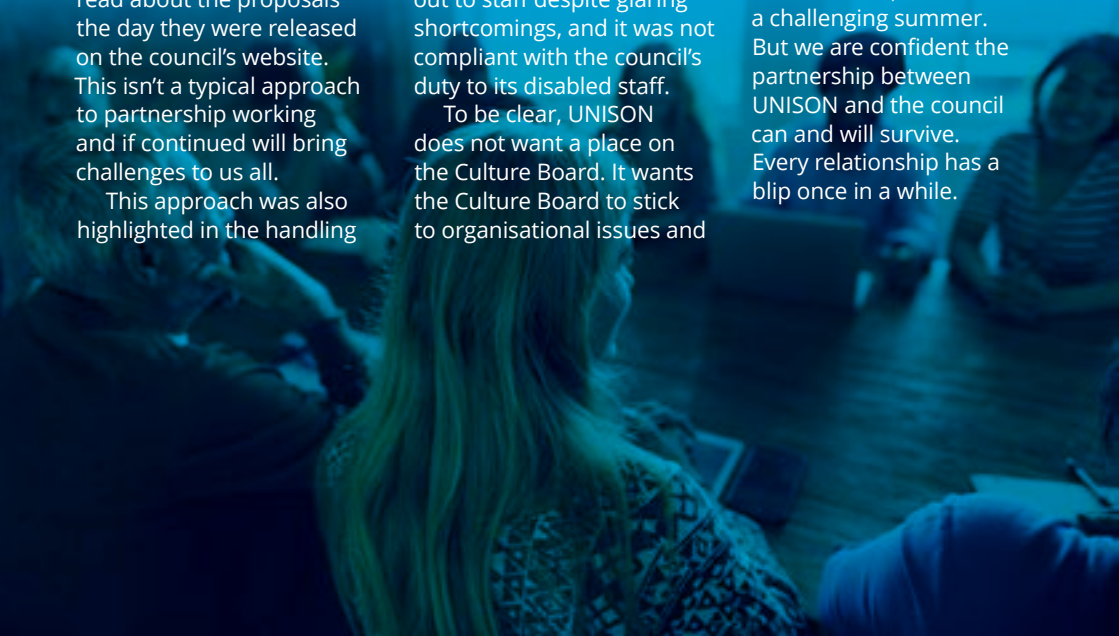
The new Culture Board failed staff on parking. UNISON has concerns about how staff are picked for this group, the limits of their representation and their ability to challenge forcefully when necessary. The Culture Board did not stop the draft policy going out to staff despite glaring shortcomings, and it was not compliant with the council's duty to its disabled staff.

To be clear, UNISON does not want a place on the Culture Board. It wants the Culture Board to stick to organisational issues and

avoid consultation on terms and conditions. That is what UNISON is for and does best.

We're concerned proposals will re-appear to remove councillors from the Staff Appeals Panel. This is the final internal appeal mechanism for all dismissals and grievances. WSCC has pushed before to have councillors removed from the appeal process: a paper was issued to the governance committee without discussion with us. Proposals were withdrawn after UNISON made representations. It will be a very poor outcome for staff if dismissal appeals are heard only by the executive leadership team. Councillors bring a wider perspective, and deserve to understand what's happening in the organisation they are elected to serve.

So all in all, it has been a challenging summer. But we are confident the partnership between UNISON and the council can and will survive. Every relationship has a blip once in a while.





# PARKING

Parking has exercised many of us over the summer. Perhaps more than it need have (see page 4). WSSC undoubtedly has an issue at one or two hotspots around the county, most notably in Horsham.

But the need to solve these does not justify rolling out a parking charge of £300 a year to thousands of staff at hundreds of the council's workplaces. UNISON could see that any charge would particularly hit the lowest paid, and disproportionately hard, as they tend to have more static jobs such as admin. Hundreds of UNISON members agreed with us.

The branch organised a survey on the proposals over the summer. 800 people completed it. 92% were opposed to charging. Another 200 staff attended our meetings to help us gather member feedback. This resulted in our formal collective response to the chief executive on his proposals. You can read that via our website homepage. We really encourage you to do so. As well as

relaying your concerns to the council, we also collated and provided your solution to the problem. We believe that is fully workable.

We hope the council is in listening mode. UNISON does not believe any parking solution should involve the division of staff into those who are revenue-raisers for the council, and those who park for free. Staff don't want to see that either. You have told us you are one team that works better together when unified.

We are now working with the council and meetings are scheduled. Watch this space for updates. UNISON is looking out for your interests and hopes for the best, but sometimes to further those interests we need to campaign and take action together. In unity, we find success.

## EG MOVEMENT

**Our members in Capita Business Services will know that the need to record personal time (which includes time spent during the working day using the toilet) for the EG management system has been a matter of some contention.**

This time was reported back to staff on a daily basis, about which many of our members felt

uncomfortable. They felt they were being monitored for that time spent away from their desks.

UNISON reps Denise Stephens and Ian Harvey raised this with Capita managers at their regular negotiation meeting. They agreed to remove this from the daily report, accepting that members found it unnecessary and intrusive. We are pleased with this outcome.

# GIVE BACK PAY TO SLEEP-IN STAFF!

Care workers owed up to six years' back pay after being paid less than the minimum wage will have to wait until at least October for the money they are owed, the government recently announced.

Claims for back pay could cost the sector £400m according to Mencap. The issue comes after two employment tribunals led by UNISON ruled that workers were entitled to the legal minimum wage throughout their shift. Following this, some 200 organisations were liable to pay up to six years' back pay to their workers who were underpaid.

The total bill has been estimated at between £160m and £400m. The government has given employers extra time to pay, after many said they faced bankruptcy. UNISON general secretary Dave Prentis said: "Charities and care companies have bid for contracts for years knowing they should be paying at least the national minimum wage for staff who do sleep-ins. Employers can't now plead poverty and ask for an exemption from the law based on their own poor planning. The staff have done the work - now they should be paid for it."

UNISON's victories at the tribunals means that pay must be increased and back-pay settled, ideally by October. Our branch is already receiving calls from members and advising them on this matter.



## HIGHWAYS + TRANSPORT OUTSOURCING?

**The County Council is considering adding more services to the highways maintenance contract when the current contract with Balfour Beatty expires in July 2018.**

Those services are:

- Customer engagement and stakeholder relationship management;
- Operations management; and
- Network management (including ITCS).

Up to 85 staff would be subject to TUPE transfer to a new employer should all these services be included.

The service has organised 15 briefings for all highways staff at its offices and depots from August through to January to keep staff aware, though the final nature of the contract has not been decided, or awarded.

Though several contract options were considered, the council chose to continue with a 'single provider'

option, even though recent experience working with Balfour Beatty in such a contract has been very challenging. The service is now in its negotiation phase, with the final tender due in November. At this stage UNISON and the council's HR team are planning to meet with the new provider to agree terms and conditions of employment, including those for new starters after the contract is awarded in January. The new contract will start in July 2018.

# WEST SUSSEX BRANCH IN GOOD HEALTH!

UNISON West Sussex is the 'healthiest' branch across the south-east region, according to the regional secretary's report. The ongoing 'branch health check' exercise shows high and lower performing branches. UNISON West Sussex is ranked first out of 115 regional branches, after a range of 20+ factors indicating the effectiveness of a branch are taken into account.

These are divided into five summary areas: Organising; Participation; Equality; Systems; and Communications

West Sussex has the best membership growth of any large branch in the region so far in 2017. Branch secretary Dan Sartin said: "We always strive to be the best we can in all areas of union activity. We've invested in communications because we believe it's fundamental to inform our members promptly and professionally on issues affecting them. We'll do our best to maintain our position at the top of the league. Thanks to all branch officers, reps and members for their contributions to this success."

## M.A.S.H. IS 'COMING HOME'

**The council's Horsham-based Multi-Agency Safeguarding Hub, has a vital child protection role.**

The MASH admin function is hosted by Capita, with front line workers employed by WSCC. This arrangement is now deemed to be failing. The council is unable to meet its statutory timescale requirements for decision-making, so has had to issue a rare 'Executive Order' to quickly insource the admin service back to WSCC. The council's papers said, "The decision is now urgent because vulnerable children are at risk of harm due to insufficient numbers of assessments being undertaken within 24 hours."

Regional officer Caroline Fife said, "We are pleased the council is bringing this back in-house. The reality is it could do little else if it cannot meet its statutory obligations to vulnerable children by sticking with the Capita arrangement. That is very worrying indeed. UNISON will cooperate fully with the TUPE process that will be put through at much greater speed than normal."

UNISON believes the overall privatised contract has been bad value for money, delivering poorer services and reducing staff pay and pensions. The West Sussex branch has played an important role for taxpayers and members in scrutinising it every step of the way. The 2015 independent research report is still available on our website.

The insourcing is likely to be a good move for our members who will become council employees. WSCC is conducting a broader review of the rest of its outsourced back office services. We await the outcome of that with interest.



# Join UNISON – Membership Form

Please fill in the form and send to UNISON West Sussex,  
Central Attic, County Hall, Chichester, PO19 1RQ

## 1 Tell us about you

Title	First name													
Surname/family name			Date of birth / /											
Home address														
Postcode														
email														
Phone number (please indicate if home, work or mobile)			National insurance number (from your payslip)											
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Please give your ethnic origin: <i>(tick one box)</i>														
<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 Caribbean	<input type="checkbox"/> Black other	<input type="checkbox"/> Irish										
<input type="checkbox"/> Indian	<input type="checkbox"/> Asian other			<input type="checkbox"/> White other										

## 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	<input type="checkbox"/>	£1.30
£2,001–£5,000	<input type="checkbox"/>	£3.50
£5,001–£8,000	<input type="checkbox"/>	£5.30
£8,001–£11,000	<input type="checkbox"/>	£6.60
£11,001–£14,000	<input type="checkbox"/>	£7.85
£14,001–£17,000	<input type="checkbox"/>	£9.70
£17,001–£20,000	<input type="checkbox"/>	£11.50
£20,001–£25,000	<input type="checkbox"/>	£14.00
£25,001–£30,000	<input type="checkbox"/>	£17.25
£30,001–£35,000	<input type="checkbox"/>	£20.30
over £35,000	<input type="checkbox"/>	£22.50

### 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.

### 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

#### **OR** pay by direct debit:

*please complete the direct debit form below*

I wish to join UNISON and authorise deduction of subscriptions by direct debit

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 West Sussex



Name and full postal address of your bank or building society

To: The Manager	Bank/building society
Address	
Postcode	

Name(s) of Account holder(s)

Bank/building society account number

Branch sort code

Service User Number

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

# SUPREME COURT UPHOLDS UNISON TRIBUNALS APPEAL

**Fees for workers bringing employment tribunal claims have been ruled unlawful. The government will now have to repay up to £32m to claimants. This was a tremendous victory for UNISON, the only trade union to pursue this matter all the way to the Supreme Court.**

The Coalition Government introduced fees in 2013 supposedly to reduce the number of malicious and weak cases, but that led to a 79% reduction in cases over three years. Also, the number of successful employment tribunal claims as a proportion actually fell by 3%, showing fees had no impact on the levels of so-called vexatious cases. UNISON argued fees prevented workers getting access to justice.

The Supreme Court also found fees were indirectly discriminatory to women because a higher proportion of women would bring discrimination cases. It ruled the government was acting unlawfully and unconstitutionally when it introduced the fees.

UNISON general secretary Dave Prentis said: "This is absolutely a tremendous victory. It's probably the biggest victory of employment rights in this country."

Fees ranged between £390 and £1,200 to get a case heard at a hearing. Discrimination cases cost more for claimants because of the complexity and time hearings took.



## PENSION AGE CHANGE A BITTER BLOW

Plans announced in July mean that the rise in the pension age from 67 to 68 will now happen in 2039, seven years earlier than planned. This will affect people born between 6 April 1970 and 5 April 1978.

Branch secretary Dan Sartin said: "This will be another bitter blow for public sector workers whose workplace retirement is also linked to the state pension. They will have to work an extra year to pick up their state pension, while the retirement age for their workplace pension will also be increased. This move is not based on people living longer. It's a cynical move to make many low paid workers either wait longer for their pension, or take a pension cut if they finish work early."

Age UK director Caroline Abrahams said: "The government is picking the pockets of everyone in their late 40s and younger, despite there being no objective case in Age UK's view to support it at this point in time. Indeed, it is astonishing that this is being announced the day after new authoritative research suggested that the long term improvement in life expectancy is stalling."





## WSCC: BUYING AND SELLING ANNUAL LEAVE

**After a vote by some staff on the council's 'Big Conversation' web page, WSCC is thinking about introducing a scheme for buying and selling annual leave (this would not affect staff in schools).**

UNISON has concerns about this sort of ad hoc policy-making, where national terms and conditions and how we apply them could be changed because of a website vote most staff would not have seen, and for which there was no information available for participants on the consequences.

What may be a good idea for one individual may be a really bad idea for another. Public sector employers should consider values of equity and fairness, and what

is good for the whole, rather than the individual. For example, if my colleague can buy additional leave, what will that do to the workload in my team? It may be good for the individual who buys leave, but bad for the rest of the team who have to pick up their work! It may also have a negative impact on family life, as lower-paid staff may feel their circumstances require them to sell their leave. Do we want to be a team where the lowest paid are pared back to statutory-minimum leave through

financial circumstances, but higher-paid staff are on much greater levels of leave? This could also impact on the council's broader public health and work/life balance objectives.

These are just two examples of several consequences that must be thought through and mitigated before a scheme is implemented. We will be talking to the council further about their plans. We will also be surveying members for your views before adopting a formal position, as we understand some members may be in favour of such a scheme, whilst others against.

## BUDGET 2018/19

**At time of going to press, the branch is awaiting a discussion with the council on how it sees its 2018-19 budget shaping up.**

What is known as the 'Total Operating Model' is bound to involve substantial change within WSCC, as the council still has to cut £millions from its budgets due to discredited central government austerity.

We'll report back when we can and of course, will be there to support members if they undergo restructures.

## SCHOOLS' SPECIAL

# Education survey open again

**The highly successful branch education survey is now open again, a year after it was first launched. We're asking anyone connected with schools to complete it, even if they did so last time. This includes teachers and teaching assistants, headteachers, parents, governors and non-teaching staff.**

Survey coordinator James Ellis said: "We've learned a lot from last time. We met with representatives from SOS (Save our Schools) who told us they'd like a slightly different route through the survey for parents, leaving out some of the more technical issues around pay and resources.

"This should make it much more accessible, but retain

enough similarity to enable us to compare results to last year. National consultation on the government's new funding formula has finished and we now know the potential settlement for West Sussex schools. We're interested to find out how the situation has changed one year on.

"We know money has simply been shuffled around,

so there are losers such as many of the London boroughs. Though the government repeats the mantra of schools having more funding than ever, the new settlement doesn't account for increased on-costs like teacher pensions and potential pay rises. Therefore, schools this year are in an even worse position than last."

You can access the survey from the branch website: **www.unisonwestsussex.org.uk**. Please complete it and share the link with your friends and colleagues.

## NATIONAL FUNDING FORMULA

**On 14 September education secretary Justine Greening announced details of the national funding formula.**

This confirmed the £1.3 billion additional funds announced in July. However, school funds have been cut by £2.7 billion in real terms since 2015. The new money will not cover the additional cost burden of pensions and National Insurance. As Angela Rayner, shadow education secretary said: "For many schools, funding will fall in real terms between



now and 2020, which comes on top of a £2.7 billion in real term cuts since 2015."

Branch secretary, Dan Sartin said: "Whilst raw data shows an increase in percentage terms, these vary

considerably between schools. Whether it'll be enough to ease the county's acute financial crisis, we will have to wait until council officers have analysed the data."

UNISON West Sussex Schools Forum delegate Keith Manville will attend the 19 October meeting of heads, governors and council officers at County Hall, Chichester, to find out more. There is a public gallery for those wishing to attend.



# Woodlands Meed: collective grievance



**UNISON West Sussex has instigated a collective grievance against management at Woodlands Meed Special School, Burgess Hill because we believe the school did not meaningfully engage with us after its consultation response.**

Though several members made relevant and meaningful comments, the school never responded. Indeed, several union representations have not been addressed, including a request to widen the pool of staff at risk of redundancy. This would make the process fairer, and ensure the loss of experience and expertise is not from one group of staff only.

Members were not consulted on significant areas of the proposals where one post was regraded two grades lower without any job description or details featuring in the proposal. The overall reduction proposed would result in an increased and unmanageable workload for higher level teaching assistants (HLTAs). This would create an unsafe working environment for our members, other staff and pupils. The school has not completed health & safety assessments relating to the restructure proposals which the union insists must be done.

The union believes these considerable breaches of process have left it with little option but to initiate a collective grievance.

We are also supporting a member at the school on an individual grievance. This relates to an important aspect of maternity law, we believe was breached.

We will report back on developments through our usual channels.

## Fixed term contract?

**In the summer term the branch dealt with scores of restructures in schools which resulted in over 100 support staff losing their jobs.**

Due to the failure of government funding to be both adequate and stable, increasingly in schools staff are placed on fixed term or temporary contracts. But this does not mean you have fewer rights. Members on fixed term contracts have a right not to be treated less favourably.

In particular, if you have two years' service in a fixed term contract and your school is restructuring, you:

- must be included in any proposals for organisational change;
- are entitled to apply for voluntary redundancy if it is generally offered;
- are entitled to appeal your dismissal;
- are entitled to a redundancy payment; and
- must be automatically offered opportunities for redeployment.

If in any doubt about how you are being treated during a restructure, please contact your workplace rep or the branch office.

## SCHOOLS' SPECIAL CONTINUED

# Lessons learned at Field Place

**We recently reported on the formal trade dispute UNISON had lodged with Field Place Infants School, Worthing. The dispute is now over following a very contentious and unpleasant process for our members.**

It exposed some shortcomings in the advice provided by West Sussex's HRMA (Management Advice) service run by Capita, and the difficulty the school had managing the situation.

The dispute focused on the role of Learning Support Assistants (LSAs) and the allocation of work for individuals over a five-day period. Some LSAs had family caring responsibilities preventing them working at particular times during the week, but the school refused to consider job

shares as a solution. It wanted all jobs to be five days a week, so reducing the number of posts. It argued that job shares would have a detrimental effect on children's learning; the exact opposite of the informed opinion expressed by Ofsted and NUT, following research.

We believe the school position lacked flexibility or reasonableness. An indicative ballot of our members showed complete support for industrial action. Soon after, a compromise was found offering LSAs one

job share (two posts) per year group and the dispute was brought to a satisfactory conclusion for our members.

It's an important lesson to learn: schools must seriously consider UNISON's consultation responses and not simply dismiss them. The final outcomes were close to those originally requested by the union, yet members had to endure two months of unnecessary stress because the union's reasonable requests were ignored.

## SOS criticises Henry Smith MP

**Members of the campaign group SOS (Save Our Schools) have criticised Crawley MP Henry Smith after he used the national news to accuse headteachers of trying to influence the way parents might vote in the general election.**

This followed information distributed to parents by heads describing the impact of the growing funding crisis many local schools are facing.

Sarah Maynard, (SOS West Sussex), said: "We're hearing the usual government rhetoric of 'record levels of spending in schools' and 'per pupil funding

being protected,' but it's absolutely meaningless when our schools are telling us that, in real cash terms, the money left for spending on pupils is drastically falling."

In a letter to Justine Greening, secretary of state for education, West Sussex MPs called for amendments to be made to the new formula (see page 12). Henry Smith, who was serving as parliamentary private secretary to Ms Greening at the time, did not sign the letter.



## H.E. ACCEPTS PAY OFFER

**UNISON members in higher education (HE) have voted by 71% to accept the employers' pay offer worth between 1.7% and 2.4%, with higher increases for the lowest-paid staff.**

The lowest pay point (spinal column point 2) will receive the highest increase, bringing it to the living wage rate of £8.45 an hour for those working a 35-hour week.

Over 6,200 HE sector UNISON members responded to the consultation. All regions recorded an aggregate majority vote to accept the pay offer. This was also true at the University of Chichester whose members form part of our branch.

After considering the evidence the Service Group Executive (SGE) ratified the decision of members to accept the pay offer. Branch secretary Dan Sartin said: "Whilst higher than recent years, it still does not go far enough in compensating staff for successive years of low wage increases."

## FURTHER EDUCATION PAY OFFER

**At a meeting with UNISON on 19 September the Association of Colleges (AoC) made a pay offer of 1% or £250, whichever is higher, for college staff.**

The full details of the offer will be available shortly and will include the AoC's responses to the non-pay elements of the claim.

This offer, along with a consultation strategy, will be considered by the next UNISON FE committee meeting on 3 October.

UNISON expressed disappointment at the pay offer which does not break the pay cap and will plunge college staff further into poverty. We will report back as matters progress.



## DAN ELECTED TO NEC

**Branch secretary Dan Sartin was recently elected to the UNISON National Executive Council. He was elected to the 'South East male' NEC seat by 3,094 votes to 1,593.**

The NEC is the main decision-making body of the union in between annual national delegate conferences. It ensures the union is run efficiently, accounting for the money paid into it by members and focusing union campaigns on issues that really matter.

The NEC has the full power and authority to act on behalf of the union in every respect and for every purpose falling within the objectives of the union. It has the power to



appoint committees and delegate to them any functions it considers appropriate.

Dan said, "Many thanks to all supporters and of course those members who voted for me. I'll do my best to help change and improve our union. Congratulations too to Jac Berry and Diana Leach, elected to the South East female seats."



## UNISON'S PAUL IS WSCC'S NEW LGBT COORDINATOR

Paul Windsor, UNISON West Sussex LGBT officer and child protection adviser for the County Council, has taken over as the new WSCC staff group coordinator for any worker identifying themselves as lesbian, gay, bisexual or transgender (LGBT).

"I am really looking forward to building on the work done by previous coordinators. Although we know we work best when we can be ourselves, that can be harder for some than others. Some may find that comments and 'humour' make us think twice about being ourselves."

Branch secretary Dan Sartin said: "We're delighted Paul has taken on this role. I know he's keen to reinvigorate the group. We look forward to a refreshing new approach being taken and wish him all the best."

Members of the branch who do not work for WSCC can still contact Paul on LGBT issues. The branch is sending four delegates to UNISON's national LGBT conference in Brighton in November.

## COME AND MEET US!

**UNISON officers and reps will be available to talk to existing members and give out information to potential new members at the following times in October.**

We'll be advising members about the NJC pay claim for 2018/19 and the 'Pay Up Now' campaign. Look out for us at our stall in these venues on the dates below from 10:00am to 3pm. We look forward to seeing you!

**Chichester** Monday 9 October  
The Martlets, County Hall

**Worthing** Tuesday 10 October  
Venue to be confirmed, Centenary House

**Bognor** Wednesday 11 October  
Canteen, Durban House

**Crawley** Thursday 12 October  
Crawley Library, Social Work Offices  
(to 1pm only)

**Horsham** Friday 13 October  
Canteen, County Hall North



## MEMBER SUPPORT

**Support and representation from UNISON makes a big, positive difference at times of stress and uncertainty.**

You can read 'what our members say about us' via the 'about' section of our website.

In September, the branch supported a member who had been dismissed following a seriously flawed and unjust disciplinary process.

After many months of determined support, our branch UNISON rep managed to get them reinstated to their job on appeal.

You cannot get a more significant outcome than that, and the positive repercussions will be felt by that individual and their family for years to come.