UNISON continues fight against cuts to pay and conditions for Affinity Trust staff

UNISON members working for Affinity Trust, a voluntary sector company which provides support for people with adult learning disabilities, have been threatened with cuts to their pay and conditions.

The employers say a cut in central government funding this year of £180,000 has forced them to find ways of meeting the shortfall.

After a consultation period which ended last March, the Trust proposes to:
• Reduce mileage rates to 43p a mile
• Reduce annual leave entitlement
• Reduce the number of Bank Holidays
• Reduce all enhanced payments
• Reduce on-call rates of pay

The cuts will affect members who were TUPE’d over to the Trust on Bradford Care Trust’s pay and conditions. Some could lose up to £300 a month. The affinity trust wants to reduce their terms and conditions to the same level as their employees who were not transferred from the Care Trust.

UNISON Branch Convenor David Wright said: “It is totally unacceptable that they want to cut members’ pay and conditions to this extent. We believe there is a breach of members’ contracts. They say they are making the cuts for economic reasons but under TUPE regulations they would have to look at a complete top-down restructure of the whole service. They are not doing that, they are singling out one group of workers.

“We have taken legal advice and believe there is a strong case for unfair dismissal of our members working for that trust.”

David said members who are unhappy with the proposed cuts should come forward so we can ensure they are fully represented legally and fully supported by the Branch.

Any members working for affinity trust should contact David Wright on 01274 513170 for advice on what steps are being taken to protect their pay and conditions.

United Response protect staff pay and conditions despite funding cuts

United Response, the charity which provides support for people with adult learning difficulties, has vowed to protect pay and conditions for its staff.

Like a similar service provider, affinity trust, United Response have been hit with another huge cut in central government funding. But unlike affinity trust they are not planning cuts to pay and conditions. Instead, they are proposing to harmonise sickness policies across the service in Bradford which they believe will make significant

continued on page 2
Members once again turn out in force for AGM

Around 150 members packed a meeting room in City Hall for the Branch AGM on March 2. The big attendance showed a powerful commitment from members to stick together in the face of yet more massive central Government funding cuts for local councils.

Branch Secretary Linda Crowther said: “We are the only branch in the region that can get so many of our members out for a single meeting.

“The Tory cuts and the threat to our members’ jobs caused by them go on despite widespread anger among the public at their essential services being destroyed one by one.

“I would like to thank members for their strength and commitment in these desperate times for Bradford Council.”

By managing to hold a single quorate AGM UNISON has saved additional costs which would have arisen by arranging further meetings to meet the obligations in the rule book.

Linda thanked Steve Torrance, UNISON’s Regional Head of Local Government for speaking to members about the impact of the cuts.

He said that although Bradford was a Labour Council and deeply opposed public sector cuts, central Government was depriving the authority of millions of pounds of vital funding needed to maintain services.

Branch says goodbye to Lynda

Long-serving steward and Convenor Lynda Andrews has stepped down from the role.

After being a steward since 1999, Lynda became a Convenor in 2008 and has been successfully representing members and helping with UNISON’s campaign against central government cuts to public services.

Now Lynda herself has become a victim of the cuts as her substantive post in the Families Information service has been axed.

However Lynda will not be entirely absent from the Branch Office as she has volunteered to come in and help out colleagues when needed.

She also intends to join UNISON’s Retired Members’ Branch and stay active in the movement.

Branch Secretary Linda Crowther thanked Lynda for all the work she has done for members over many years.

Linda said: “She will be greatly missed for her great experience and expertise. She is a great support for members and we all wish her the very best for the future.

“But I am delighted she has agreed to help the Branch on a voluntary basis and that we have not seen the last of her friendly, smiling face in our Branch.”

Car parking spaces at the Branch Office

The Branch is looking to lease car parking spaces at the Neal Street office to generate some income for our funds.

Any members who might be interested in leasing a parking space are asked to contact the Branch on office.admin@unison-bradford.org.uk or ring on 01274 513170.
A word from the Branch Secretary

Once again our Branch is battling with the effects of relentless central Government cuts as we continue the fight to protect jobs and services.

This edition of UNISON News covers the stories which show how difficult life now is for local government. Councils are being forced to cut or close down essential services as a result of the Tories’ attack on public services. The effects of this politically motivated destruction of the quality of life for people right across the district is becoming a national scandal.

But there is some good news in spite of this. Our Branch is holding its own in terms of membership even though government cuts have led to the loss of thousands of jobs.

The great turn-out for the AGM shows clearly that our members are not prepared to allow the Government to trample all over them, their families and the communities they work so hard to sustain.

And our hard work does make a huge difference to members’ lives.

We have negotiated no compulsory redundancies in Incommunities despite the huge funding cuts they are suffering. And we have worked with management at United Response so that they have agreed not to cut the pay and conditions of their staff.

Like us, they realise that the attacking the pay and conditions of already low paid workers will only drive them away and damage this essential service to the most vulnerable people in society.

But we have other battles ahead of us and members can rely on their stewards, convenors and, of course, themselves to have the courage and commitment to win those battles.

Nationally, UNISON’s relentless campaigning and lobbying against the Trade Union Bill has effectively defeated the worst excesses of this full-blown attack on trade union rights – and the very foundations of democracy.

Don’t let anyone tell you that what we do is futile when we fight against an oppressive Tory Government. We make a difference every day, both on national and local employment policies and for individual members facing unfairness and injustice.

We also raise money for charity while having a great time together celebrating the core values which we all share.

So please remember to use your vote in the forthcoming elections. Politics matters, our votes count – and we can all work with optimism for a future that does not include multi-millionaire politicians and their even wealthier sponsors destroying the lives and communities of dedicated public sector workers.

Thanks to everyone for your continued support and dedication.

Whatever the Tory Government has thrown at us, we have not lost our nerve and we have not gone away. We are a force to be reckoned with, and we will still be here long after this appalling Government is just a bitter memory.

“Saturday Night at the Ginger Goose” raises cash for Cancer Awareness

They must have heard it through the grapevine! Around 150 members and their friends and families packed the Ginger Goose in the city centre for a night of Soul and Motown in February.

The event was organised by the Branch Sports and Social officer to give everyone a great night out together and raise money for Cancer Awareness.

After ticket sales and raffles, the Branch was able to hand over a cheque for £720 to the charity.

Branch Secretary Linda Crowther said it had been a fantastic night and thanked everyone who helped to arrange the event and those who turned up to support it.

She said: “There were some people there who hadn’t been to a Branch sports and social event before and I would like to thank everyone who made it such a success – especially Ian, the DJ, who gave his services for free.

“We have had a lot of requests from members who say they enjoyed it so much they all want to have another one soon.

“So we will try to arrange something for later in the year. If we do, they’ll be dancing in the street!”
UNISON negotiates no compulsory redundancies strategy for Incommunities members

Central Government cuts of 15 per cent to funding for Incommunities over the next four years have forced the employer to seek interest in voluntary redundancies.

UNISON has worked closely with the employer to avoid compulsory redundancies which could have resulted from the £12.5 million government cut to the budget.

UNISON Regional Organiser Rob Demaine said the first phase of seeking voluntary redundancies was complete with volunteers largely from admin and support staff.

The next group of staff invited to show interest in voluntary redundancies will be tradespeople like, for example, plumbers.

Rob said: “The relentless cuts to funding for this essential service are causing huge damage to our public services. Incommunities and the people of this district are being forced to suffer.

“But at the moment all we can do is to find every way possible, in negotiations with the employer, to avoid compulsory redundancies. As things are at the moment we have managed to achieve that objective and limit the damage of the Tory Government’s attack on our members and the communities they live and work in.”

Funding for ethical care provision is “at breaking point”

Bradford Council formally signed up for the Ethical Care Charter which UNISON has campaigned for nationally.

UNISON is delighted that the Council has agreed to end the practice of care workers not being paid for travelling time between appointments – which pushed many below the national living wage.

And the union welcomed the Council’s pledge to only make contracts with private care providers who agree to the charter, which includes ensuring proper training for the job.

But Branch Convenor for Adults and the Chief Executive’s office, David Wright, said: “The fact is that in terms of government cuts to Council funding, we have reached breaking point.

“This means that standards of care for the vulnerable will become increasingly negatively affected. It is one of the most urgent issues which the Government nationally must address. Every single person will at some stage need care, whether for themselves or their family.

“We are all affected because most of us will grow old. We really are all in this together.”

David collected evidence about private care companies and how they were failing to meet decent standards of service. His report went first to the Health and social Committee and then to Full Council.

Councillor Cath Bacon proposed the motion calling on the Council to sign up to the Ethical Care Charter and it was passed by members.

David said: “Obviously we applaud the decision because government legislation actively encourages Councils to outsource care services. But the big problem is inadequate government funding so we can ensure a good standard of care for the elderly.

“It should be a clear responsibility to provide public money for hands-on personal care, meals and equipment.

“At the same time as the care services are stretched, there are huge cuts to NHS funding. This adds up to an enormous drop in funding which would have come from Better Care budgets.”
Bradford Branch Labour Link Officer Saba Gabrielle Moussa has issued a passionate plea for members to use their vote in two important forthcoming elections.

She says the Tory Government’s savage cuts to public sector funding have imposed grinding poverty on the district in the name of “austerity”. They have protected the staggeringly wealthy from any blame for the financial crisis and have used the opportunity of their unexpected General Election victory to wage war on public services like local government and the NHS.

Saba said: “I have been shocked by the number of people who simply didn’t bother to vote at the General Election, some of whom have been the most damaged by those cruel policies.

“I am trying to encourage everyone I know, inside and outside UNISON, to use their democratic right to reject the economic madness of so-called “austerity” cuts to revive the economy.

“On the 5th of May you will be called to vote in the local elections.

“It is vitally important in this political climate that Bradford Council keeps its Labour majority. I know, not only as a citizen but as a Corporate Convener for UNISON, that the Labour group has made every effort to minimize the worst effects of Tory cuts that Bradford is enduring.”

She added that if most councils in the country went or remained Labour-controlled it would have a powerful effect on central government policy.

And she pointed to the Labour Group’s massive mobilisation to help people who were flooded earlier in the year as evidence of their commitment to Bradford.

And she said: “In Bradford the youth services provision still exist because our Labour councilors voted to retain the service which is one of the last such council owned services in the country.”

UNISON welcomes government’s change of heart on Trade Union Bill

UNISON General Secretary Dave Prentis said the government had made significant changes to its proposals in the Trade Union Bill without which trade unions would have had enormous difficulty representing workers.

“Of course we would rather the Bill had never existed and there is much that is still wrong with it. But Ministers have sensibly listened to many of the arguments put to them. They have pulled back from many of the proposals that would have placed unbearable restrictions on unions’ ability to function in public sector workplaces across the country.

“These measures would have stopped unions from collecting members’ subs via their pay packets.

“They would also have prevented reps from taking time away from their jobs to represent colleagues, and made it much harder for unions to campaign against unfairness at work.

“Over the years union campaigns have made a great difference, whether it’s been pushing for a living wage or for extra bank holidays.

“Restricting unions’ ability to raise funds for this kind of campaigning would have hampered efforts to make the UK a safer, better and fairer place to work.

“Now we can continue to provide valuable help to employees whenever they need it, and work with employers to ensure the UK’s public services are the best they can be”

Beware of the dangers of using social media

Members are still facing disciplinary action, up to and including dismissal, for things they have posted on social media sites and the internet.

Despite UNISON’s efforts over a number of years to warn people of the dangers of sites like Facebook, the message has still not got through to everyone.

Remember that what you post on social networks is legally comparable to when newspapers or broadcasters print or broadcast stories and employers do check posts.
Members will have their say on pay as employers offer 1 per cent rise

The employers’ 1 per cent pay offer follows years of below inflation pay offers – which are essentially pay cuts – as the Government has pushed ahead with its austerity attack on public services.

Now members will be balloted and have their say on whether they want to accept or reject the offer.

Branch Secretary Linda Crowther said: “The shameful and insulting pay offers our members have received over recent years show what the Government really thinks of them and the public services they provide.

“Members will now have to decide what action they are prepared to take if they reject the 1 per cent.

“They will be asked if they are prepared to take industrial action, up to and including strike action, to secure a fairer offer. The Branch will keep members informed of when the ballot takes place.”

UNISON members thanked for helping food bank with food and cash

The Bradford Metropolitan Food Bank has written to thank Branch members for their help in feeding people over Christmas and the New Year.

The charity writes: “Your generous donation of several bags and boxes of food and a very useful cheque for £200 are most welcome in the light of the deteriorating situation for many people and families in Bradford.

“I don’t think you need me to spell out the general climate at the moment as you must be facing it on a serious basis. We have been dismayed by the emphasis on demonising those who struggle and are out of work, often on a very temporary basis, or have mental health problems.

“I am ashamed to live in a country that can characterise those who are not coping – often because of sanctions, zero hours contracts, changes to the Disability Living Allowance – as shirkers, not workers, skivers not strivers.”

The charity said that the number of food bags they distributed in 2014, each valued at around £15, was around 11,000, up from 3,000 just five years ago.

Bradford Metropolitan Foodbank is run entirely by volunteers and is entirely non-sectarian.

The letter to the Bradford UNISON concludes: “We look forward to the time when we can pack up and not have all this need and suffering to cope with, but until then contributions like yours keep us going and we are extremely thankful for your support.”

• Latest research shows that nationally around 1.1 million people depend for their survival on food banks.

• It showed that much of the cause of this huge growth in foodbanks was changes to benefits and central government cuts to public sector budgets.

• The Trussell Trust, which runs a national network of foodbanks, has warned that food bank use could become the “new normal” and that the state now appears structurally dependent of their existence.

• The Government has slashed public spending in the hope that charity organisations will mitigate the effects of welfare cuts, low wages, insecure work and high rents.

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Council move to force evening care staff to work alone will “put lives at risk”, says UNISON

*Bradford Council is “piloting” a scheme in the district which could mean care workers are forced to make late night visits alone.*

Currently Evening Teams of carers – who work between 6-10 p.m. caring for vulnerable elderly people in their homes – drive around the district in pairs, dealing with their growing workload more effectively and watching out for each other’s safety. But the Council is considering forcing carers to work alone – even though many of them are routinely still helping vulnerable people until 11 p.m. – an hour after they should have finished their shift because of their ever-growing workload.

Branch Convenor Kath Walsh says the cost-cutting measure would put carers’ lives at risk and that UNISON will fight the measure every inch of the way. Kath said: “The Evening Team has always worked in twos for the obvious reason that they will be safer at night.

“But our members travel to all parts of the district and we have just seen the latest figures which show that crime, including violence, is on the increase nationally and nowhere more so than the Bradford District.

“Our members have a right to feel safe at work and are angry and demoralised that their personal well-being, while doing a vitally important job, is being ignored. We understand that central government cuts are rapidly destroying public services.

“But putting carers’ lives at risk is reckless and immoral. I would ask any Councillor or officer if they would be happy for a member of their family, especially a female, to be on the street on their own at that time of night.

Of course they would not be happy and neither are our members or their families. That is why we will do everything in our power to fight this proposal.”

Kath said staff now had a cloud of fear hanging over them and morale was being damaged. She said staff were provided only with a torch, a mobile phone and a “personal alarm” to safeguard themselves.

“This is unacceptable and if the Council goes ahead with its plan it will frighten staff so much that many of them, who have more than 20 years’ experience in the role, will leave the service.

“Recruiting and training new staff will be even more difficult because no-one wants to feel they are in personal danger while they are simply doing their job.”

*GENERAL FINANCIAL SURGERY*  
*Tuesday 17th May 2016*

Lighthouse Financial Advice can offer UNISON members advice and find the most appropriate* products in all aspects of financial planning:

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At: Bradford UNISON, 21-23 Neal Street, Bradford, BD5 0BX 10am to 4:15pm

To take advantage of this invaluable opportunity and book your initial 30 minute consultation with an adviser please contact Lesley Godley on 01273 523706 or email lesley.godley@lighthousegroup.plc.uk

If you are interested but are unable to attend, please let us know and we will arrange for the adviser to contact you. *We have chosen to avoid products we consider to be too high risk for the majority of our clients ** Regulated by the Financial Conduct Authority except for Tax advice which contains no investment element.*
This Christmas Bradford pantomime king Billy Pearce leads a star cast in the swashbuckling family panto adventure Peter Pan. Produced by Qdos Entertainment, the world’s biggest pantomime producer, the show will be a treasure chest packed with barrels of laughter, spectacular special effects and all the traditional panto ingredients that Alhambra Theatre audiences have come to expect.

Order Of Play:
- Bacon sandwich
- 9 Holes
- Soup & sandwich
- 18 Holes
- 2 course evening meal
- Watson Rogers Trophy for official handicappers and prizes for non-official handicappers.

All for £38

For info and booking please contact:
John Major, 3rd Floor North, Jacobs Well, Bradford, BD1 5RW.
Tel: 01274 434748  Email: john.major@bradford.gov.uk

Bridlingston Application Form
Name: ..........................................................
Membership No: .............................................
Email address: (essential) ..................................

Adults: .....................................................
Children: .................................................

Amount enclosed: ..........................................

Please note seats are limited to 4 per member (each party must have at least 2 children). First come first served basis.

Closing Date: Friday 27th May 2016. All cheques or Postal Orders to be made payable to Bradford UNISON.

Please post form and payment to:
Bradford UNISON, 21-23 Neal Street, Bradford, BD5 0BX.

Bridlingston Day Trip
Thursday 18th August 2016 – £6 per ticket
Pick up time 8:30am
Leaving Bridlingston 6:00pm

Pantomime Application Form
Name: ..........................................................
Membership No: .............................................
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The Watson-Rogers Trophy Annual Golf Day 2016
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