

UNISON IN THE CITY

Newsletter of Nottingham City UNISON

*The
Public
Service
Union*

UNISON
Nottingham City
**Fighting To Defend
Jobs & Services**

BRANCH SECRETARY UPDATE

2022 has been another extremely difficult year in the working lives of our members, particularly those keyworkers delivering frontline services, and many others having to adapt to alternative ways of working. Having put themselves at risk in protecting and caring for the most vulnerable, keeping communities safe and well, whether in social care, cleaning, schools, refuse collection, community safety and many more services, both in the City Council and also in the Private, Voluntary and Independent (PVI) sectors. Members have faced a huge amount of stress, faced with declining pay, worried about their health and that of their families, financial hardship and the effects of the cost of living crisis, job cuts and redundancies, with branch reps working incredibly hard to provide support for our members during these difficult times.

As well as supporting members with workplace issues the branch has been campaigning to protect jobs and services across the council and other employers in the PVI sector, including Academies, as we see the impact of central government cuts to funding for local authorities and providers of public services.



Together with other unions, and local communities, UNISON continues to face a huge challenge to defend jobs and services as we are confronted with devastating cuts to some of the most needed services.

We will need the help of every member to try and build a campaign against these cuts and to fight for fair Local Authority funding from national government which allows councils to meet the needs of their communities, and ensures our members' pay, which has reached rock bottom, is increased in line with RPI and to make up for the loss of 27.5% since 2010 so they are not left to face severe hardship. Enough is Enough!

THANK YOU FOR SUPPORTING YOUR UNION AND A BIG THANK YOU TO ALL OUR REPS FOR CONTINUING TO SUPPORT OUR MEMBERS IN SUCH DIFFICULT CIRCUMSTANCES.

there
for you
supporting UNISON members
when life gets tough

Helps to support members when life isn't easy with such issues as :

- being off work with a long-term illness;
- domestic violence or abuse;
- living on the breadline and needing to pay for a major bill or vital item;
- recovering from surgery;
- looking for advice in dealing with your debts.

Further information available at:-

<https://www.unison.org.uk/get-help/services-support/there-for-you/>

Web: <http://www.nottinghamcityunison.org.uk/> Email: unison@nottinghamcity.gov.uk Tel: 0115 8762441

IN THE CITY ♦ JANUARY 2023

NOTICE OF ANNUAL GENERAL MEETINGS 2023

All members are invited to attend the branch AGM. Some meetings will take place in person and others will take place remotely via Microsoft Teams. Members are welcome to attend any of the meetings, however, if you are attending the meetings at Loxley house, please let us know in advance if you do not have NCC ID access to the building. Links to the Teams meetings are below. **If you have received this newsletter by post it means we do not have an up to date email address - please contact the branch with your email address -** email unison@nottinghamcity.gov.uk or phone us on 0115 8762441.

Date & Time	Venue	Room
Tuesday 14 March 2023 12.30pm & 5.30pm	Teams Meetings	Link to meetings: AGM - 12.30pm AGM - 5.30pm
Wednesday 15 March 2023 11.00am - 3.00pm	Woolsthorpe Depot	Break-out Area Drop-in Session
Thursday 16 March 2023 12.00 – 1.00pm 5.00 – 6.00pm	Loxley House	LB41 (4 th floor)
Friday 17 March 2023 10.30am - 2.30pm	Eastcroft Depot	UNISON Portacabin Drop-In Session

During the meetings Branch Officers, Stewards, Health & Safety and Union Learning Reps elections take place and the Annual Report and Financial Accounts are received. The Annual Report details the work the Branch has focused on over the past year. We hope to arrange speakers - please check our website nearer the time for further details.

AGM AGENDA

Receive the minutes of the AGM held in March 2022
 Ratify Branch Officer, Steward, H & S and ULR Nominations
 Elect delegates to National Delegate & Local Government Conferences
 Receive the Annual Report and Financial Accounts
 Update on Public Sector Cuts
 Any Other Business

BRANCH ELECTIONS

All elections take place annually. The period of office is 1/4/23 - 31/3/24. All posts are open to job share. UNISON is a representative democracy which means members elect other members to represent them both inside the union, and with employers at local, regional and national level. Departmental Organisers and Senior Reps (who must first be elected as Steward), are elected by the Departmental Stewards at their first meeting following the AGM.

Since the pandemic and change in working arrangements for many members it may be difficult for nominees to get workplace colleagues to physically sign their Nomination Form, so nominees are able to ask colleagues to support their nomination by email.

MOTIONS

Motions must be submitted by email to unison@nottinghamcity.gov.uk by **31 January 2023**. All motions should include a Proposer and Secunder.

NOMINATION FORMS (see page 8)

All Nomination Forms should be returned to the branch by **Tuesday 31 January 2023**.

ANNUAL GENERAL MEETING**BRANCH OFFICER NOMINATIONS**

Branch Officer posts are listed in the box opposite. Details of each post can be found in the UNISON Rule Book -

<https://www.unison.org.uk/about/our-organisation/rulebook/>

Nominees for any of the Branch Officer positions must be proposed and seconded by any two members. If you require further information please contact the Branch Secretary.

STEWARD AND HEALTH & SAFETY REP NOMINATIONS

Stewards and Health & Safety Reps must be nominated by 10 members in their department / workplace. Where there are less than 10 members then the majority of members must support their nomination.

UNION LEARNING REP NOMINATIONS

Union Learning Reps are self-nominations so they do not need to ask members to support their nomination. Nominees should complete and sign the Nomination Form and return to the branch.

NOMINATION FORMS SHOULD BE EMAILED TO unison@nottinghamcity.gov.uk OR POSTED to the UNISON Office, First Floor, Loxley House, Station Street, Nottingham, NG2 3NG, by **31 January 2023. Where nominees have been supported by email, the emails of support should be attached to their Nomination Form.**

Where more than one nomination is received for the same post a vote/ballot will be held at the AGM unless both nominees agree to job share. In the event of a vote/ballot each nominee has the opportunity to give an election address of no more than 500 words. If any of the Senior Branch Officer posts are contested (see list above), then a ballot will take place prior to the AGM with the results announced at the meeting.

Late nominations will only be accepted if the post has not been filled by the closing date. If you have any queries about the nomination process please contact the Branch Office.

FACILITY TIME

Facility time is negotiated separately within each employer. At Nottingham City Council (NCC) up to four hours per week facility time is available for Stewards, Health & Safety and Union Learning Reps. Additional facility time is provided for NCC Departmental Organisers and Senior Reps which is proportionate to the membership in that department. Elections for these posts take place at the departmental Stewards meetings following the AGM. If you would like to know if there is a facility time arrangement with your employer please contact the Branch Secretary.

SENIOR BRANCH OFFICER POSTS

Assistant Branch Secretary
Branch Secretary *
Chair
Health & Safety Officer *
Learning Co-ordinator *
Service Conditions Officer *
Treasurer
Vice-Chair

* Facility time currently attached to post if employed by NCC. If not, then facility time is not guaranteed.

BRANCH OFFICER POSTS

Communications Officer
Education Officer
Equalities Co-ordinator
International Relations Officer
Labour Link Officer
Environmental Officer
Retired Members Secretary
Self Organised Group Officers (SOG's):
- Black Members
- Disabled Members
- LGBT+ Members
Welfare Officer
Women's Officer
Young Members Officer

The Labour Link Officer can only be nominated by members subscribing to UNISON's Campaign Fund (APF), the Retired Members Secretary can only be nominated by retired members and the SOG Officers can only be nominated by members who are part of that particular group.

NATIONAL DELEGATE AND LOCAL GOVERNMENT CONFERENCES JUNE 2023

UNISON's Local Government Conference will take place on Sunday 11 & Monday 12 June 2023 and the National Delegate Conference will follow from Tuesday 13 to Friday 16 June 2023. The conferences will take place at the Liverpool Arena & Convention Centre, Kings Dock, Liverpool.

We are entitled to send five delegates to each conference. Delegates must be proportionate to, and representative of our membership and therefore as the largest majority of our members are women, our delegation must include at least four women, one of whom must be low paid (earning less than £11.80 per hour). Our delegation must also include a young member (aged under 26 at date of conference).

Delegates are required to provide a brief report from the conference which is distributed to the Branch Executive Committee.

All accommodation and travel costs are met by UNISON and if you have children to care for you are able to take them with you as a crèche is provided. All first time delegates will be invited to a briefing prior to the conference. **If you would like to be considered to attend one of the conferences please e-mail susan.chettle@nottinghamcity.gov.uk by 31 January 2023. Please include whether you are eligible for the Low Paid Female or Young Member Seat.**

A vote will take place at the AGM if there is more interest than places available.

Further details can be found at [Events | UNISON National](#)

MEMBERSHIP BENEFITS - visit:- <https://benefits.unison.org.uk/> For details of all membership benefits

UNISON Living, offers members a whole range of benefits including deals on travel and holidays, insurance, motoring, health, money advice, and a whole lot more - visit the link above to find out more. You can also find details in the link about UNISON's Legal Services and There for You.

UNISON Debtline is a free, confidential debt advice service that can help you deal with all sorts of debt. Call freephone 0800 389 3302 - more details at [Help with debt | There for You \(UNISON Welfare\) | UNISON National](#)

Lighthouse Financial Advice - can help you resolve financial issues whatever your circumstances or stage in life, from buying your first home and protecting your family, to boosting your pension and paying for long-term care - more details at [Lighthouse Financial Advice | UNISON Member Benefits](#) Email: appointments@lighthousefa.co.uk or call 08000 85 85 90 to arrange an appointment with one of their professional financial advisers.

REMEMBER TO UPDATE YOUR MEMBERSHIP IF YOUR CIRCUMSTANCES CHANGE -

MADE REDUNDANT OR DISMISSED - BECOME AN UNEMPLOYED MEMBER £4.00 PER YEAR

RETIRING - BECOME A RETIRED MEMBER - £15.00 FOR LIFE MEMBERSHIP

IF YOU HAVE RECEIVED THIS NEWSLETTER BY POST, PLEASE GIVE US YOUR EMAIL ADDRESS SO YOU CAN RECEIVE REGULAR UPDATES -

EMAIL US AT unison@nottinghamcity.gov.uk

UNISON Needs You!

UNISON Local Government Branches, include members working in councils and the private, voluntary and independent sector. We represent members in care homes, libraries, schools, council offices, leisure centres, housing, waste depots, planning, children's services, day centres, peoples homes and many other workplaces. You have all been at the forefront of keeping people safe and delivering services during the pandemic and continue to do so.

Across our workplaces, UNISON representatives have been working hard, speaking up for our members and making sure they are kept safe and treated fairly.

This newsletter is an invitation to ask you to join the team of reps at Nottingham City UNISON Branch.

UNISON Activists are the most important link between the union and its members. Wherever you work, you are better able to protect your job and your service as a UNISON activist. You don't have to commit a lot of time, or be an expert. A little time and a lot of enthusiasm are all that is needed. Give it a try, you'll be amazed how much you get out of it and how much you can learn.

Want to find out more and become part of our team of Activists to help and support UNISON's members?

Contact :-

The Branch Office on 0115 8762441 or email unison@nottinghamcity.gov.uk

Or if you work in a school please contact:-
Dianne Farrell at d.farrell@unison.co.uk

Further details are available at:
<https://eastmidlands.unison.org.uk/activists/>

People in all our workplaces have seen the importance of UNISON as they have faced the challenges of the pandemic, home working, redundancies and reorganisations or just needed a bit of help or advice in their workplaces.

UNISON membership means having a say in how your workplace is run, protection from discrimination and keeping you safe when you are at work.

Make the most of your UNISON membership & help your colleagues by becoming a UNISON Steward, Health and Safety rep or Union Learning Rep.

BE PART OF A TEAM OF UNISON ACTIVISTS



MAKE YOUR VOICE HEARD

Stewards ensure members have a say over decisions made about their workplace



MAKE A DIFFERENCE

Stewards work with members and management to achieve better and safer working conditions



DEVELOP NEW SKILLS

Stewards develop a range of new skills in leadership, communication, negotiation and many more

FULL TRAINING AND SUPPORT PROVIDED

Join online at joinunison.org or call free on 0800 171 2193



BECOMING A STEWARD

“I became a steward as my employer was talking about reorganisations and I knew we had to be part of the discussions.”

“I had paid time off to do the training and a mentor in the branch who I still go to if I have any questions.”



“As the school rep it meant that the Head Teacher had to talk to me about their plans. So I could put the views of the support staff forward and get their voices heard.”

“It has been great learning about our rights.”

What does a Steward do:

- ◆ Be a first point of contact for members.
- ◆ Raise issues on members behalf with employers.
- ◆ Gives out information to keep members informed and involved.
- ◆ Keeps UNISON informed of what is happening in workplaces so that issues can be raised locally, and nationally.

What support will I receive:

- ◆ Training and Development
- ◆ Mentoring provided by the branch
- ◆ Help and advice on solutions to issues
- ◆ Stewards Handbook packed with useful information
- ◆ A weekly Bulletin
- ◆ A special UNISON Activist magazine which offers support to reps.
- ◆ An Organising Space for Activists on UNISON’s website

In Nottingham we have a great team of stewards who work in every type of workplace from care homes to council offices to schools. Branch officers, and regional staff will support you with your training and in your role.

You won’t be on your own. By being a steward you will make sure that no UNISON member is on their own in their workplace. We work as a team.

No need to commit until you find out more.

To find out what is involved please get in touch see CONTACT details on page 5

Dates for 2023 training courses in Nottingham have not yet been published, but you can find out more at <https://eastmidlands.unison.org.uk/training-for-stewards/>

SAFETY AND LEARNING IN YOUR WORKPLACE

HEALTH AND SAFETY - SAVES LIVES

UNISON Health and Safety Reps make a real difference in every workplace. Health and safety includes everything, from stress at work, to safe work stations to asbestos. In many workplaces there is a legal duty to consult the trade union about health and safety.

Health & Safety Reps in your workplace:-

- ◆ Have the right to paid time off for training
- ◆ Have the support of a team of UNISON Health & Safety Reps
- ◆ Have the right to raise issues and be consulted
- ◆ Get involved in investigating potential hazards
- ◆ Consult members on working conditions
- ◆ Support members with complaints about safety
- ◆ Recruit new members



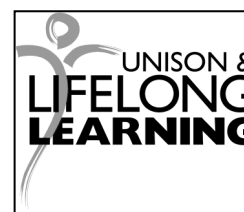
Dates for 2023 courses have not yet been published, but you can find out more at <https://eastmidlands.unison.org.uk/training-health-safety-reps/>

ARE YOU PASSIONATE ABOUT LEARNING ? Maybe the Union Learning Rep role is for you?

UNISON Learning Reps are all about helping members access the learning they want – whether it is professional qualifications or basic numeracy and literacy skills.

UNISON Learning Reps:-

- ◆ Promote learning in your workplace.
- ◆ Work with the employer to put on learning events.
- ◆ Support members to take up learning opportunities
- ◆ Find out how learning could help to resolve issues at work.



Learning Reps have paid time off for training and will join a team of UNISON Learning Reps in Nottingham. They can send out information to members about up and coming UNISON courses. They will also discuss with members which courses they need and work with the branch and regional office to arrange them.

The next Learning Reps course in Nottingham takes place on 7, 14 & 21 March

Find out more at <https://eastmidlands.unison.org.uk/learning-reps/>

AGM NOMINATION FORM APRIL 2023 - MARCH 2024

NAME: _____ **MEMBERSHIP NO:** _____

ALL NOMINEES ARE REQUIRED TO FILL IN THE SECTIONS BELOW, THEN SIGN AND DATE

BRANCH OFFICER POST (please write in name of post)

Proposed by (Name) Signature

Seconded by (Name) Signature

STEWARD

HEALTH & SAFETY

UNION LEARNING REP

EMPLOYER..... DEPARTMENT/SECTION

WORKPLACE:

Email: **Tel:**

HOME ADDRESS:

Email: **Tel:**

Please indicate where you prefer mail to be sent: Workplace Home

SIGNED: _____ **DATE:** _____

STEWARD AND HEALTH & SAFETY REP NOMINATIONS - PLEASE ASK MEMBERS TO COMPLETE THIS SECTION 10 members within your section should agree to your nomination. If your section does not have 10 or more members, then the majority of members should agree to your nomination. If it is not possible for colleagues to physically sign your nomination form please ask them to send you an email confirming their support. You should then send these emails to the branch with your Nomination Form.

	Name	Section/Dept	Membership No.	Signature
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				

Please return to unison@nottinghamcity.gov.uk by Monday 31 January 2023