

UNISON IN THE CITY

Newsletter of Nottingham City UNISON

*The
Public
Service
Union*

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

NOTICE OF ANNUAL GENERAL MEETINGS - 12, 13, 14, 15 MARCH 2024

All members are invited to attend the Annual General Meetings - see pages 2 & 3 for full details. I really encourage you to come along and contribute, especially in the current circumstances members are facing in Nottingham City.

MESSAGE FROM THE BRANCH SECRETARY

Nottingham City Council announced in December that it is proposing to commence a consultation process to implement a further round of savage cuts to jobs and services in 2024/25 amounting to £35.5M, with more cuts to come to meet the budget gap of £53.7M. This is in addition to the £23M overspend in this year's budget leading to the issuing of a Section 114 Notice.

These proposals, such as the proposed closure of day centres for the elderly & disabled, libraries and adult residential care homes, together with cutting what little remains of a previously decimated Youth and Play service within the city, will severely impact some of the most disadvantaged communities and citizens in Nottingham.

UNISON believes that the approach taken by the City Council is short-sighted and will ultimately lead to longer-term problems and financial pressures when demand on statutory services are likely to increase given the ongoing social and financial impact caused by rising inflation and the Cost of Living crisis.

A faceless, undemocratic Improvement and Assurance Board and the recently proposed appointment of Commissioners, both instigated by Central Government, are being used as a proxy to impose Tory ideology, deliberately dismantling all but the provision of statutory services in our city.

UNISON unreservedly condemn these proposals and calls upon the Labour-led Nottingham City Council to use all means possible in order to prevent further cuts and defend these vital services. UNISON calls upon councillors to vote against these and other cuts and also mount a joined-up campaign with other struggling councils to demand fairer funding to local authorities from Central Government.

We also need the support of our members in our campaign to fight the cuts so look out for details of meetings and rallies in the coming weeks.

**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**

UNISON There for You - helps to support members when life isn't easy with issues such as : being off work with a long-term illness; domestic violence or abuse; living on the breadline and needing to pay a major bill or a vital item; recovering from surgery; looking for advice in dealing with your debts.

Further Information is 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

NOTICE OF ANNUAL GENERAL MEETINGS 2024

All members are encouraged to attend the branch AGM. Some meetings will take place in person and others will take place via Microsoft Teams. Members are welcome to attend any of the meetings, but if you are attending one of the meetings at Loxley house please let us know in advance if you do not have I.D. 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 and the link will be emailed to you** - email unison@nottinghamcity.gov.uk or phone us on 0115 8762441.

Date & Time	Venue	Room
Tuesday 12 March 2024 12.30pm & 5.30pm	Teams Meetings	Link to meetings: 12.30 AGM 5.30 AGM
Wednesday 13 March 2024 11.00am - 3.00pm	Woolsthorpe Depot	Break-out Area Drop-in Session
Thursday 14 March 2024 12.00 noon & 5.00pm	Loxley House	Room LB41 (4 th floor)
Friday 15 March 2024 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.

BRANCH ELECTIONS

All elections take place annually. The period of office is 1/4/24 - 31/3/25. 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 nominated as Stewards), are then 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.

AGM AGENDA

- Receive the minutes of the AGM held in March 2023
- Ratify Branch Officer, Steward, H & S and ULR Nominations
- Elect delegates to National Delegate & Local Government Conferences
- Receive the Annual Report and Financial Accounts
- To consider the Branch Finance & Branch Executive Committees' recommendation to move funds from the Industrial Action/Hardship Fund to the General Fund to cover salary costs, should branch funding not be sufficient, subject to a maximum of £20,000.
- Update on Public Sector Cuts / Section 114 Notice
- Any Other Business

Speaker:

Stacey Cox, Thompsons Solicitors
12.30pm meeting on 12 March

Stacey will highlight details of UNISON Legal Services and share insights into the successful cases they have undertaken on behalf of members

NOTICE OF ANNUAL GENERAL MEETINGS 2024

NOMINATIONS

A nomination form can be found on page 8. All forms should be returned to the branch by **31 January 2024**. Forms should be emailed to unison@nottinghamcity.gov.uk or posted to the UNISON Office, First Floor, Loxley House, Station Street, Nottingham, NG2 3NG. Where nominees have been supported by email, these should be attached to the Nomination Form.

BRANCH OFFICERS

All 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 must be proposed and seconded by any two members. If you require further information please contact the Branch Secretary.

STEWARDS AND HEALTH & SAFETY REPS

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 should support their nomination.

UNION LEARNING REPS

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

ALL NOMINATION FORMS SHOULD BE RETURNED BY 31 January 2024.

Where more than one nomination is received for the same post a vote will be held at the AGM unless both nominees agree to job share. In the event of a vote each nominee has the opportunity to write an election address of no more than 500 words. If any of the Senior Branch Officer posts (see list above) are contested, then a ballot will take place prior to the AGM with the results announced at the meeting. **Late nominations** will only be accepted if no nominations for the post have been received by 31 January 2024. If you have any queries about the nomination process please contact the Branch Office.

MOTIONS

Motions must be submitted by email to unison@nottinghamcity.gov.uk by **31 January 2024**. All motions should include a Proposer and Secunder.

FACILITY TIME

Facility time is negotiated separately with 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 meeting 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

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

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

BRANCH OFFICER POSTS

Communications Officer
Education Officer
Environmental Officer
Equalities Co-ordinator
International Relations Officer
Labour Link Officer
Retired Members Secretary
Welfare Officer
Women's Officer
Self Organised Group Officers (SOG's):
Black Members
Disabled Members
LGBT+ Members
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 - BRIGHTON - JUNE 2024

UNISON's Local Government Conference will take place on Sunday 16 & Monday 17 June 2024 and the National Delegate Conference will follow from Tuesday 18 to Friday 21 June 2024. The conferences will take place at the Brighton Centre, Kings Road, Brighton.

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 £12.00 per hour). Our delegation must also include a young member (aged 30 or under at date of conference).

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. **All delegates are required to provide a brief report following the conference which is distributed to the Branch Executive Committee.**

If you would like to be considered to attend one of the conferences please e-mail susan.chettle@nottinghamcity.gov.uk by 31 January 2024. 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

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 - find out more at the links -

Membership Benefits - <https://benefits.unison.org.uk/>.

Legal Services - <https://www.unison.org.uk/get-help/services-support/legal-services/>

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

UNISON Debt line 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 858590 to arrange an appointment with one of their professional financial advisers.

IT IS IMPORTANT THAT OUR MEMBERSHIP RECORDS ARE UP TO DATE

MADE REDUNDANT OR DISMISSED - UNEMPLOYED MEMBERSHIP COSTS JUST
£4.00 PER YEAR (max 2 years)

RETIRED MEMBERSHIP - £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

PLEASE CONTACT US IF YOUR PERSONAL OR WORK DETAILS CHANGE; OR UPDATE
YOURSELF AT <https://www.unison.org.uk/my-unison/>

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 as we need more reps to support our work in protecting jobs and services

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/>

Members in all our workplaces have seen the importance of UNISON as they have faced the challenges of the pandemic, job cuts, 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 contact:-

The branch office at unison@nottinghamcity.gov.uk

or if you work in a school, please contact Dianne Farrell, at d.farrell@unison.co.uk

To find out more (including dates of training) visit - <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



To find out more (including dates of training) visit -
<https://eastmidlands.unison.org.uk/training-health-safety-reps/>

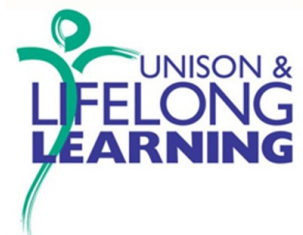
ARE YOU PASSIONATE ABOUT LEARNING?

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. Further details of the learning opportunities available to members can be found at <https://learning.unison.org.uk/> [Learning for Members | UNISON East Midlands](#)

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 resolve issues at work



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

To find out more (including dates of training) - visit
<https://eastmidlands.unison.org.uk/learning-reps/>

AGM NOMINATION FORM APRIL 2024 - MARCH 2025

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 31 January 2024