



October 2021

## UPDATE ON PAY NEGOTIATIONS

Branch members have voted overwhelmingly to reject the current NJC pay offer of a 1.75% pay increase.

Unions have rightly said that the pay offer is really a pay cut, and 90% of you agreed!

**PUBLIC SECTOR WORKERS DESERVE A REAL PAY RISE!!**

## COULD YOU BE OUR YOUNG MEMBERS OFFICER?

Our Young Members Officer post is still vacant. This is a voluntary elected role open to any member under the age of 27.

It's a great development opportunity and includes training & support. **Get in touch with the branch if you're interested.**



## FOLLOW US ON SOCIAL MEDIA

To keep up to date with the latest news, campaigns and events please follow us on social media:

**FACEBOOK:**

[facebook.com/  
BrightonAndHoveUnison](https://www.facebook.com/BrightonAndHoveUnison)

**TWITTER:**

[twitter.com/unisonbhcc](https://twitter.com/unisonbhcc)



## BRANCH CALLS FOR FAIR PAY FOR CARE STAFF & BANK HOLIDAY WORKERS

A few years ago it came to the Branch's attention that Care Staff and other BHCC staff who have to work bank holidays as part of their standard working hours; have not been getting the same pay and benefits as others. This discrepancy potentially leaves hundreds of workers significantly out of pocket.

Throughout this period, the Branch has regularly raised this as an **equal pay issue** with BHCC, as it disproportionately affects women workers, but it has continued to be unresolved. However, the Branch is pleased to have **recently re-started constructive discussions** on this continuing inequity and feel confident that we are working with the organisation to find a fair and equitable solution. Our aim to ensure that **any payments for bank holidays are levelled up** so that the payments are equal for all staff working on those days.

Care workers have put their own, and their family's wellbeing at risk throughout this pandemic to continue to provide vital services to hundreds of the city's most vulnerable residents. They do this on low rates of pay, and in a sector that is heading for a worsening recruitment crisis. We hope that BHCC will take this valuable opportunity to **reward that incredible commitment by ensuring Care Workers are fairly treated** in terms of pay and benefits; and demonstrate its commitment to true equality and inclusivity.

**If you have any questions or think you may be affected, please get in touch with the Branch office.**





## BLACK HISTORY MONTH

Unison South East is starting preparations for October's Black History Month. The centrepiece of their work will be a special weekend of talks and training from **15-16 October**, featuring **guest speaker David Olusoga**, author of the bestseller *Black And British*. They'll also be running a brand new online **Black leadership skills course**. Please keep an eye on their Black History Month mini-site as more events will be announced soon.

**There's a fantastic range of events happening across Brighton & Hove**, including the 'Still Breathing' exhibition at Jubilee Library and their online catalogue of black writing.

**Brighton & Hove City Council's Black & Minority Ethnic Worker's Forum** is also organising events, contact [bmewf@brighton-hove.gov.uk](mailto:bmewf@brighton-hove.gov.uk) or visit their [Facebook](#) or [Twitter](#) pages.



**GET IN TOUCH:**  

For urgent enquiries please call us on **01273 291611** otherwise you can email us at **[unison@brighton-hove.gov.uk](mailto:unison@brighton-hove.gov.uk)**

## LIKE TO BE MORE INVOLVED IN YOUR UNION?

There are loads of ways that you can get more involved in your union, and pick up some fantastic skills and experience along the way. Here's just a few ideas, just get in touch if you'd like to take the next step:

**WORKPLACE REP:** The help Reps provide to their colleagues is vital to our union. Reps get comprehensive training & lots of support.

**WORKPLACE CONTACT:** A great role if you aren't sure if you want to be a Rep but would like to help spread the word about the benefits of being in a union.

**CAMPAIGNING:** Let us know if you'd like to help us with campaigns & promotional work.

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## MEET OUR WOMEN'S OFFICER



As a branch with a membership that is almost three-quarters women, it is

really important that we work together to ensure equality in the workplace, support and develop opportunities for women and share and celebrate our achievements. If you would like to be involved or need support please contact our **Women's Officer:** [Teresa.Williams@brighton-hove.gov.uk](mailto:Teresa.Williams@brighton-hove.gov.uk).