



See Noticeboard for more on #MeTU...



## HISTORIC FIRST EVER STRIKE ACTION FOR ADULTS SOCIAL WORKERS IN THE CITY STARTS ON 7 NOVEMBER

For the first time in the city's history, Adults Social Workers are to take industrial action over pay following **100% of those returning ballots voting to strike**. The action is being taken as a last resort, following nearly two years of Brighton & Hove UNISON; which represents over 100 adults' social workers in the city council; fighting for them to receive a 12% Market Supplement to match their colleagues delivering social work services in Families, Children and Learning. In another historic first, they will also be striking on the same day and in solidarity with UNISON Mental Health Social Workers in Barnet.

Our members have been providing us with evidence of issues with recruitment and retention across services, and quite rightly raised the issue of extortionate rents and cost of living in the city, which is pushing many into financial hardship.

The **first day of strike action will be 7 November** to align with the next Health & Wellbeing board, and if there is no significant progress with negotiations there will be **further strike days on the 14th and 15th of December**. For more visit the news section of our website: [brightonandhoveunison.org.uk/news](https://brightonandhoveunison.org.uk/news)



### BRANCH FIGHTS & WINS WITH MEMBERS ON PAY OFFER IN LOCAL CHARITY

The branch successfully campaigned with its organising group in a local advice charity to fight back against a proposed 1% pay offer. The offer would have left many in financial hardship, and included an intention to stop matching NJC pay increases.

**UNISON, which represents 70% of the workforce at the charity, successfully fought for people to stay on NJC terms and conditions, meaning their pay award will now be £1925 - an average 6% improvement on the existing offer.** UNISON is also now negotiating a Recognition Agreement to ensure its right to stand with members on pay, terms and conditions.



### UPDATE ON NJC PAY AWARD FOR 2023/24

It has just been announced that the pay award for 2023/24 has been agreed following the GMB ballot, which closed on 24 October, not meeting national thresholds to strike. This means that it may now be possible to get backdated pay into people's pockets before Christmas.

UNISON'S ballot closed on 4 July and it is deeply frustrating that the three NJC unions, do not ballot together. This creates an unacceptable delay for workers, and the large back pay amounts can cause problems for people on certain benefits. The pay award is another consolidated flat-rate payment of £1925 for those earning up to around £50k PA, and a 3.99% increase after that

## DO YOU WORK STANDBY AT BHCC? HOW TO CHECK IF YOU ARE OWED BACK PAY.

In supporting a member recently it has come to our attention that some workers at Brighton & Hove City Council who work rota'd standby shifts may be owed back payments related to how their annual leave and sick pay is calculated.

This relates to a finding in 2017 in an employment tribunal case, Dudley Borough Council v Willetts. This ruled that regular standby payments must be included when calculating Annual Leave and sick pay.

The council has confirmed:



*“Where employees are rota'd to work standbys and take annual leave or are sick/absent for those scheduled standby duty shifts, the employee can claim their standby duty payment as normal. Where this has not happened, this should be rectified.”*

**If you feel you may be affected, get in touch.**

## LIKE TO BE MORE INVOLVED IN YOUR UNION?

Here's just some of the ways to get more involved, develop new skills and meet new people:

### **CONFERENCES:**

Unison has a busy and exciting calendar of conferences. If you're interested in being in a branch delegation for Local Government, National, Women's, Black Members, LGBT, Young Members or Disabled Workers conferences let us know.

### **VACANT OFFICER POSTS:**

We currently have vacancies for a **Young Members Officer** (has to be aged 30 or under) and **Communications Officer**. Both roles are a great way to learn new skills and meet new people, and there's comprehensive training for the roles too.

### **WORKPLACE STEWARD:**

The help Stewards provide to their colleagues is vital to our union. They also get comprehensive training & 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:**

Help the branch with campaigns & promotional work.

## WE'RE RECRUITING - HELP US GROW OUR UNION!



**Look out for our branch officers and organisers in workplaces, and our posts on social media over the coming weeks as we launch a campaign to grow our branch and get as many public service workers in the city as we can into our union.**

**With the worsening cost of living emergency, and more cuts to public service budgets, there's never been a more important time to be in a union and protect jobs and services.**

**GET IN TOUCH IF YOU'D LIKE US TO COME AND TALK TO YOUR TEAM OR WORKPLACE!**

## UPDATE ON CITY CLEAN INVESTIGATION

You may have seen some of the coverage of the shocking and upsetting interim findings of Aileen McColgan KC's independent investigation into the culture and behaviours at City Clean. Since then Council Leader, Bella Sankey, has apologised to staff at the depot, and the full public report from Aileen is due any day now. UNISON is clear, everyone at the council deserves to work free of bullying, harassment or intimidation of any kind, no matter where it comes from. That is why we have lobbied for a confidential disclosure tool to be adopted by the council and helped develop a new, comprehensive, Bullying and Harassment policy. We also continue to offer support to anyone affected and acknowledge the bravery of the 70+ people who gave evidence to the Barrister.



## MEET OUR NEW AREA ORGANISER



We're delighted that Claire has joined us for a few months following a successful bid to UNISON's Branch Support & Organising Fund.

Claire will be out and about in workplaces recruiting new members, raising awareness, and helping us plan a new year social and a week of exciting learning and social opportunities!

**Claire.Turner@brighton-hove.gov.uk**

## UNISON HEALTH & SAFETY OFFICER UPDATE ON WORKER SAFETY IN CUSTOMER SERVICE CENTRES

Following concerns raised by our members and an increase in incidents involving members of the public that put staff at risk, our Health & Safety Officer, Trevor Redmond, has been working with the customer service centres to improve safety. Plans are in consultation now and there has already been a change to the location of reception. If you have any thoughts or feedback please get in touch with Trevor.





## JOIN THE #MeTU MOVEMENT

#MeTU

Branch Committee recently agreed to donate £300 to #MeTU, a grassroots movement of women and non binary people fighting against sexism, bullying and sexual harassment in trade unions and the Labour movement and pushing for real change. Why not join them?

They are also working to hold unions that have had damning reports into behaviours, such as the TSSA, GMB and FBU to account and ensure they bring in real change. **They meet regularly online and plan actions and campaigns:**  
[meTUwomen@gmail.com](mailto:meTUwomen@gmail.com)  
[www.metu.uk](http://www.metu.uk),

## UNISON BLACK MEMBERS AGM,

10am - 4:30pm on Saturday 2  
December 2023  
UNISON Centre, 130 Euston Road,  
London, NW1 2AY

If you'd like to attend **let us know**  
**by 10 November**, Expenses  
covered

## LAST BRANCH COMMITTEE MEETING of 2023: 12/12/23, 10am-12 noon BTH Committee Room 2 (with cake!) or online (without cake 😞)

All Workplace Stewards can attend our BCMs and members can put forward issues/questions for discussion.

If you are a Steward and haven't received your invitation let us know

## ARE YOU AGED 30 OR UNDER?

**Young Members AGM 5 December 6-7.30pm Online**

If you're interested in attending **let us know by 6 November**.

## HAVE YOUR SAY ON BHCC BUDGETS

If you work for the council you may have been invited to discussions in your team, or seen the appeal on The Wave for people to give their ideas and suggestions for efficiencies and savings.

UNISON has lobbied hard for this to happen, so that budget savings are not only decided on via a top-down management approach, but by all stakeholders. **Share your thoughts:** [mybudgetideas@brighton-hove.gov.uk](mailto:mybudgetideas@brighton-hove.gov.uk)

## NEW UNISON SOUTH EAST LEARNING & TRAINING OPPORTUNITIES

You can view the full programme [here](https://southeast.unison.org.uk/content/uploads/sites/41/2023/06/AW_7098_UNISON_Training23_V518.pdf)  
([southeast.unison.org.uk/content/uploads/sites/41/2023/06/AW\\_7098\\_UNISON\\_Training23\\_V518.pdf](https://southeast.unison.org.uk/content/uploads/sites/41/2023/06/AW_7098_UNISON_Training23_V518.pdf))

email [educationse@unison.co.uk](mailto:educationse@unison.co.uk)  
with any queries

## GET IN TOUCH:

For urgent enquiries please call us on **01273 291611** otherwise you can email us at [contact@brightonandhoveunison.org.uk](mailto:contact@brightonandhoveunison.org.uk)  
[www.brightonandhoveunison.org.uk](http://www.brightonandhoveunison.org.uk)

This newsletter is also available in plain text via our [website](http://www.brightonandhoveunison.org.uk)





ARE YOU A PUBLIC SERVICE WORKER  
IN BRIGHTON & HOVE?

UNISON  
the public service union



JOIN A MODERN, PROGRESSIVE  
FIGHTING UNION!

[join.unison.org.uk](http://join.unison.org.uk)

[contact@brightonandhoveunison.org.uk](mailto:contact@brightonandhoveunison.org.uk)  
[www.brightonandhoveunison.org.uk](http://www.brightonandhoveunison.org.uk)  
01273 291611

## WHY JOIN BRIGHTON & HOVE UNISON?

### WINNING FOR OUR MEMBERS:

- £ Millions won for our members in improvements in pay and benefits.
- Experienced officers, including dedicated case workers for schools and the community, voluntary & private sectors.
- Thousands of members supported through grievances, disciplinaries and consultations.

### AN ORGANISING UNION:

- Successful strike ballot for Adults Social Workers in the city.
- A network of over 70 Workplace stewards based in over 100 employers.

### FIGHTING BULLYING, HARASSMENT & INEQUALITY:

- Won a settlement for 800 workers to ensure equal pay for working bank holidays.
- Successfully fought for a confidential disclosure tool for bullying and harassment to be adopted at the city council.

### DEMOCRATIC, ACCESSIBLE & ACCOUNTABLE:

- Access to fantastic learning & development opportunities.
- Open and transparent leadership & democratic decision making.

We've been the voice of 4000 Public Service workers in Brighton & Hove for over 25 years. UNISON has a national reputation for being powerful and fair, leading the fight on equal pay and getting discriminatory tribunal fees scrapped.

THERE'S NEVER BEEN A MORE IMPORTANT TIME TO BE IN A UNION

