



RISE UP TO PAY UP - VOTE YES FOR STRIKE ACTION ON PAY!

LOOK OUT FOR YOUR RED ENVELOPE FROM 23 MAY, IT'S TIME TO STAND UP FOR LOCAL GOVERNMENT AND SCHOOL WORKER'S PAY.

The average local government and schools worker has **lost 25% of their pay** since 2010. Along with nurses, postal workers, teachers, rail workers, barristers and junior doctors we now have the chance to stand up against yet another pay cut and vote for strike action on pay. You can see how your pay has been personally affected using UNISON'S [pay calculator](https://unisonpaycalculator.co.uk) (unisonpaycalculator.co.uk).

The government is saying that paying Schools and Local Government Staff an inflation matching increase is unaffordable, but it would only cost £1bn to fully fund. And half of that would be received back through increased tax contributions and reduced benefits payments. This cost also needs to be set against the recent £9bn tax break for big business, the £10bn lost to unusable PPE and a £2bn increase in defence spending.

To be **ballot ready** let UNISON know straight away if you have **changed address**. You can do this by calling 0800 0 857 857 or visiting [My UNISON](https://www.unison.org.uk) online.

Also look out for our visits and talks on the ballot in your workplace, and if you'd **like to invite us along** to talk to your team get in touch.



UPDATE ON OUR BANK HOLIDAY SETTLEMENT FOR CITY COUNCIL WORKERS

We recently met with Brighton & Hove City Council to hear about the timetable to get the bank holiday back pay settlement we have been fighting for for 10 years into people's pay packets. This settlement applies to all city council bank holiday workers that haven't been receiving the Residents Services Guarantee that is paid to Refuse and Recycling Workers in City Clean. The value of the RSG payment is currently £301 per bank holiday worked. Despite a 9 month delay, due to circumstances beyond our control, the settlement is now hoped to be paid between October and December. The period of the settlement will be six years running up to 2 June 2023 and will include a qualifying period for people who have left the council. Workers should receive their settlement offer in September and the process will be managed by ACAS. Any questions get in touch. The offer will be highest for the lowest waged, and could be as much as £2-3,000 in some cases.



SUPPORTING WORKERS IN THE COMMUNITY AND PRIVATE SECTORS

My name is Sue Beatty and I am one of the Caseworkers for Brighton and Hove Branch. We have **700 members working within a large variety of public service settings across the City (outside of the City Council)** and my role is to advise, support and represent our members at times when they are facing difficulties at work. I am also the link caseworker between the branch and our members in Brighton Housing Trust.



As well as supporting individual workers, the branch **also helps groups of workers in the community, charity and private sectors organise** on pay, and conditions. If you are in a workplace where you are concerned about low pay and/or attacks on your terms and conditions, let us know.



My priority in all I do is to put the member first. Our members are the lifblood of the branch, and if you experience difficult times in your employment, you need the best possible service available to you in your hour of need. **Please don't hesitate to get in touch at: contact@brightonandhoveunison.org.uk or if preferred, you can call me on 07788952461.** Very best wishes to you all.

1000 PAY RISES SECURED AS UNISON BUILDS PARTNERSHIP WITH CITIZENS UK



UNISON has been working with Citizens UK, and our branch has been working with local chapter, Brighton Citizens to ensure that workers are paid the Real Living Wage (RLW) as a minimum. This includes our local work to ensure the **RLW is paid by all private care homes** in the city. To date this local and national work has led to **the uplift of 1000 workers pay.**

WHY ALL EMPLOYERS NEED A CONFIDENTIAL DISCLOSURE TOOL FOR BULLYING AND HARASSMENT

Recent research from the TUC has shown that a shocking 4 out of 5 women who experience sexual harassment in the workplace do not report it because they are scared of either not being believed, or being victimised for reporting it. This has led the Equalities and Human Rights Commission to recommend that all employers should have a confidential tool for disclosure to run alongside their standard policy.

Brighton & Hove UNISON has called for the city council to adopt a confidential disclosure tool as part of its policies and procedures around Bullying & Harassment; bringing it in line with other public sector employers such as universities and the police. Without it they cannot guarantee the safety of women and



other groups with protected characteristics in the workplace. Without a confidential disclosure tool toxic and damaging behaviours can become embedded in workplaces, and we are pleased that all staff fora at the city council support our position.

Whether you work in the council or not, we can support you in making the case for confidential disclosure, so get in touch if you have any questions or want to give us your thoughts and feedback.

LOCAL GOVERNMENT & SCHOOLS MEMBERS:

Please print and share the ballot poster on P4 or call us for copies 😊

RISE UP TO GET
PAY UP
COUNCIL AND SCHOOL PAY 2023
UNISON

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:

VACANT OFFICER POSTS:

We currently have vacancies for a **Young Members Officer** (has to be aged under 27) 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.

MEET OUR JOINT BRANCH SECRETARY & BHCC HASC & EEC LEAD



Corinna is our Joint Branch Secretary alongside Diana Leach, sharing overall leadership of the branch. She also has oversight of the Health and Adult Social Care and Economy, Environment and Culture departments of the city council, and also supports organising for workers in the community, charity and private sectors.

01273 291612
Corinna.Edwards-
Colledge@brighton-hove.gov.uk

UNISON LEARNING AT WORK WEEK, SIGN UP NOW FOR FREE LEARNING 15-19 MAY

UNISON College knows the value of education and is bargaining and negotiating for a better system for learning at work whilst also offering a wide variety of learning opportunities to UNISON members. They are marking this year's Learning at Work Week with a host of taster sessions and workshops designed to keep you learning and moving forward!



TO SIGN UP TO ANY OF THE SESSIONS BELOW : membereducationse@unison.co.uk

*Retirement and Your Pension Explained (15/5 1-2pm) * Build your own memory palace (16/5 12.30-1.30) * The What If Function in Excel (16/5 10-11.30am) * Perfect Power Point (17/5 10-11am) * Navigating the Financial Squeeze 17/5 1-2pm) * Confidence Skills (18/5 1-2pm) * UNISON and Learning 19/5 10-10.45am) * **NEW FOR MAY: UNISON South East Book Group** (email a.dunn@UNISON.co.uk)



REGIONAL LGBT+ GROUP HYBRID MEETING Sat 3 June

Any UNISON members in the South East Region who identify as LGBT+ are welcome to join the meeting and contribute to the discussion.

To register attendance, please email b.martyn-jones@unison.co.uk and confirm if you wish to attend in person at UNISON Centre in London, or remotely via MS Teams.

BHCC MEMBERS: FOLLOW UNISON ON THE WAVE

To keep up to date with news, learning opportunities and events make sure you follow the branch on The Wave, just click the 'follow' star top right hand corner

NEXT BRANCH COMMITTEE MEETING 16/05/23, 12.30-2.30pm

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 A CARE WORKER?

Do you have problems covering parking and/or travel costs to work?

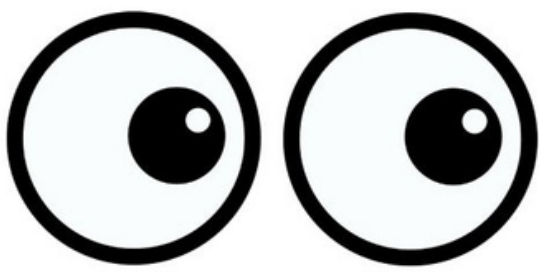
Get in touch and let us know, as this is an issue we are currently taking to employers.

GET IN TOUCH:  

For urgent enquiries please call us on **01273 291611** otherwise you can email us at contact@brightonandhoveunison.org.uk

This newsletter is also available in plain text





**LOOK
OUT**

**FOR YOUR RED
BALLOT ENVELOPE**



**AND
VOTE**

YES

FOR ACTION ON PAY

Ballot papers **go out from 23rd May**. Return yours straight away to ensure your vote is registered. Ballot closes 4 July.
IF YOU'RE NOT IN A UNION AND WANT YOUR VOICE HEARD JOIN UNISON NOW: join.unison.org.uk



**brighton & Hove UNISON | 01273 291611
contact@brightonandhoveunison.org.uk
www.brightonandhoveunison.org.uk**