

RESULT OF 2023 PAY BALLOT FOR LOCAL GOVERNMENT & SCHOOLS WORKERS


Of all of the NJC unions, **UNISON has led the way** this year in consulting with and balloting its members on the 2023/24 pay offer. This year's pay offer is another consolidated increase of £1925, yet this falls far short of the NJC Union's demand of RPI plus 2% (around a 12% increase). That ballot is now closed and the results are in.

Although the results of UNISON's national ballot at a return rate of 31% (of which 75% voted for strike action) fall below the 50% demanded by the UK's anti-trade union legislation; **Brighton & Hove UNISON had the highest local government return in the South East of 42%**, and of those balloted the message was stark. 82% were willing to strike. We are clear this result puts the government on notice and we believe that if things do not improve, **WE WILL** meet the 50% threshold next year. Our members are fed up with an ever declining standard of living, as the rich keep getting richer.

UNITE are balloting members now on strike action, and the GMB is running a consultative ballot. It is unfortunate that NJC unions did not ballot at the same time, and the branch calls on all three unions **to ensure that in future all members of the top three unions ballot together**, and as soon as possible, so members don't face months of financial uncertainty, and only receive their increase late in the year.




YOUR BANK HOLIDAY SETTLEMENT IS COMING!



The branch was delighted to receive a regional award recently for its **10 year fight to equalise bank holiday pay** at the city council (see P4). However, we won't fully celebrate until the settlement money is **in the pockets of all of the 800 bank holiday workers outside of Cityclean who have missed out**. We have a meeting with the employer on 7th of August, and following that we hope to be able to give you a concrete timeline on when you will receive your offer and your back-pay. Do get in touch if you have any questions.

INVESTIGATION INTO BULLYING & HARASSMENT AT THE CITYCLEAN DEPOT



The branch is extremely concerned to hear about the serious allegations into behaviours at Hollingdean depot, and welcomes the independent investigation. It is vital that everyone can work in an environment free of bullying, harassment, victimisation and discrimination. **If you are affected by these issues** and would like support, do get in touch. You can also **contact Aileen McColgan KC confidentially** at amc@11kbw.com | 0207 6325804

FIGHTING FOR DECENT PAY FOR OUR MEMBERS IN THE CHARITABLE AND COMMUNITY SECTOR.

The branch has been working hard with some of our many hundreds of members in the community and charitable sectors to organise around pay and conditions in their workplaces.

Many of our members in these workplaces are delivering services to Brighton & Hove City Council or other public service providers; yet are being offered pay increases way below those being offered to their counterparts in local government and health. We are working to ensure commissioners are aware of this, and it is vital that commissioners and providers ensure decent pay rises are written into contracts.

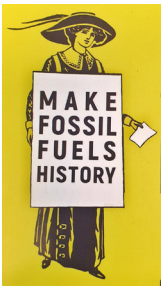
We are seeing rises offered of only 1-3% leaving people at a level of



financial hardship that is not far off the vulnerable service users they support. This is clearly not acceptable, and with a cost-of-living emergency and employers in the private sector competing for workers, charitable and community employers need to offer competitive pay rises to retain and recruit staff.

Do get in touch with us if we can help you organise on these issues in your workplace.

CAN YOU SPARE 5 MINS TO TELL PENSION CHIEFS WE DON'T WANT FOSSIL FUELS IN OUR PENSION SCHEME?



DIVEST EAST SUSSEX is asking all those on the ESCC pension scheme to write to the chair of the pension committee, Councillor Fox of East Sussex County Council, to tell them they want the fund divested from fossil fuels.

There's a letter template available at <https://act.350.org/letter/eastsussex>

ADULTS SOCIAL WORKERS BALLOTING TO STRIKE AT BRIGHTON & HOVE CITY COUNCIL

In a historic first, adults **social workers in Brighton and Hove will soon be taking part in a ballot to take strike action over pay.** The branch has been working with members to fight for a Market Supplement payment to bring them in line with colleagues in Families, Children and Learning and stem a building **recruitment and retention crisis.** Social workers have seen the lowest pay growth of any profession in the UK, and councils across the country are grappling with **record numbers of social workers leaving the profession.**

If you are an adults Social Worker please **chat with colleagues about joining UNISON** so they can join the ballot and have their voice heard. We are also arranging **to meet teams** to chat about about the ballot, so do get in touch about getting us along.

See also Social Work Seminar in the Noticeboard section.



See Noticeboard section for details of upcoming learning opportunities!



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 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.

MEET OUR MEMBERSHIP ADMINISTRATOR



Fiona Skeffington manages our branch inbox, triages enquiries and can deal with any queries around joining/rejoining/transferring from other branches, as well as any subscription issues. Also, please use my.unison.org.uk or let Fiona know if you change jobs or move house so we can update our records.

**contact@brightonandhove
unison.org.uk**

UNISON SETS PRIORITIES FOR YEAR AHEAD AT NATIONAL CONFERENCES

Our delegates to UNISON Local Government and National Delegates Conferences had an informative and inspiring time at conference in Liverpool. If you're interested in attending UNISON conferences next year, remember to let us know.



Priorities were clear - local government is in crisis and needs an immediate improvement to funding - so it was great to hear our GIVEITBACK campaign praised by national officers. Big topics also included making 2023 Year of the Black Worker, fighting for better pay for Teaching Assistants and Schools Support Workers, and the need for comprehensive Menopause policies in the workplace.

Shadow Secretary of State for Levelling Up, Lisa Nandy, gave a keynote speech, but it was extremely disappointing to hear how little she had to say on how Labour will help repair the damage to local government. Brighton & Hove UNISON reminds Lisa, and the current Labour leadership that **Trade Unions made the Labour party, and not the other way around.**



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)

email educationse@unison.co.uk with any queries

Social Work Seminar, 23/09/23

UNISON is holding a Social Work Seminar on Saturday 23rd September 2023 in UNISON Centre London. Branches can register 2 delegates. Get in touch with the branch if you're interested.

NEXT BRANCH COMMITTEE MEETING: 01/08/23, 2-4pm

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

DO YOU WORK IN A PRIVATE CARE SETTING?

Are you paid the Real Living Wage as a minimum?

If you aren't please get in touch as we are campaigning with Brighton Citizens to get all care settings in the city paying the RLW.

GET IN TOUCH:

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

This newsletter is also available in plain text via our [website](#)



BANK HOLIDAY WORKER? YOUR BACK PAY SETTLEMENT IS COMING!



UNISON'S 10 YEAR FIGHT FOR THE EQUALISATION OF BANK HOLIDAY PAY IS SET TO BE IN YOUR POCKETS THIS AUTUMN!

in 2013, a special bank holiday payment called the RSG was negotiated for street, refuse & recycling workers. **UNISON were not included in those negotiations, so could not speak up for their hundreds of members** also working bank holidays in care settings, council venues, traffic control and seafront services.

Following UNISON raising a dispute on the issue last year, and leading negotiations with the employer, **a settlement deal has been offered** to pay 70% of the difference between your current bank holiday pay and the value of the RSG (now at £301 per bank holiday worked) **backdated for 6 years**. For the lowest paid workers this settlement could be worth **upwards of £2000**. The money to do this has also been identified and **has been waiting to be awarded to you since October of last year**.



Once the settlement has been made, workers will **then be paid at the RSG rate of £301** for every bank holiday worked while **a new and fair system** is negotiated.

**ANY QUESTIONS? WANT TO JOIN A UNION THAT HAS
EQUALITY AND FAIRNESS AT ITS CORE?:**

contact@brightonandhoveunison.org.uk | 01273 291611
www.brightonandhoveunison.org.uk

**WE ARE STRONGER TOGETHER: IF YOU AREN'T A MEMBER OF A UNION YOU CAN
JOIN UNISON HERE: WWW.BRIGHTONANDHOVEUNISON/JOIN**

