



Photo Credit David Jones

UPDATE ON FINANCIAL SETTLEMENT FOR BANK HOLIDAY WORKERS

SIX YEARS BACK PAY SECURED FOR ALL 800 BRIGHTON & HOVE CITY COUNCIL STAFF WHO WORK BANK HOLIDAYS TO ADDRESS INEQUITY IN BANK HOLIDAY PAYMENTS.

As you have hopefully seen from the posters and updates we have been sending out recently, for the past 7 years Brighton & Hove UNISON has been fighting for Brighton & Hove City Council to have a fair system for paying people for working bank holidays. Whether you are a care worker, refuse worker, kitchen supervisor or security officer, your work should be valued the same.

A settlement of 70% of the difference between standard double time, and the RSG payment received by workers in City Clean going back six years has been agreed, and could see some of the lowest paid workers, particularly women employed in care, receiving payments of up to £2000.

UNISON wants the payment in people's pockets ASAP, but that means reaching an agreement to remove the back pay offer from work on developing a fair system for the future. To help us make the case for that, if you think you may be one of the beneficiaries, please get in touch with the branch with any questions and to add your voice. All staff employed by Brighton & Hove City Council who work bank holidays, whether permanent, casual or agency staff, up to M11 stand to benefit.

CALLING ALL RETIRED MEMBERS!

One of the things we are really proud of as a branch is our retired membership. We have hundreds of members, who have worked in all kinds of public service careers, and they meet regularly for social events and trips. The group have now restarted again and would love to hear from you. They also have some volunteering opportunities if you have time to spare.

Get in touch and get involved!: Hazel:
merevalehazel@hotmail.com



UPDATE ON AIR QUALITY AT BARTS

We are pleased that significant progress has now been made on plans to improve air quality & temperatures at BARTS following our survey of staff in 2017 showed



that worker wellbeing was being adversely affected.

A plan of works is out for tender and it is hoped that improvements will be made before Summer/Autumn 23 at an estimated cost of £250,000.

ENOUGH IS ENOUGH MARCH & RALLY



Photo Credit David Jones

The branch was out in force at the Enough is Enough Brighton Day of Action on 1 October. Our Joint Branch Secretary, Corinna Edwards-Colledge, joined speakers at Brighton station then around a thousand people marched through town, briefly joining the CWU and RMT pickets before gathering at The Level.

It's inspiring and hopeful to see how **workers and activists are coming together** to fight for their rights and wellbeing during this cost of living emergency.

Our branch is working on a campaign to take the fight to central government for the need to properly fund the city council and pay its workers at at least the rate of inflation, and we're delighted that both Green and Labour Councilors and the Council Leader are going to work with us, and other unions and organisations, in solidarity on this. Watch this space for more on that campaign. **And don't forget, if you haven't already, to sign up to Enough is Enough so that you can be part of future actions in the city: wesayenough.co.uk.**

A LIVING WAGE FOR ALL CARE WORKERS

On the 22nd of September, to mark the rise of the Real Living Wage (RLW) to from £9.90 to £10.90, we met with [Citizen's UK](https://www.citizen.org.uk) and Leader of the Council, Cllr Phelim Cafferty, as part of a campaign to fight for **all care workers, including those in the private, community and charitable sectors to be paid the RLW**. If you're an affected care worker, get in touch.



BRANCH ACTION ON SOCIAL WORKER PAY



Social Worker members in Adult Social Care came to us earlier in the year to bring our attention to **serious issues around recruitment and retention**, mostly due to pay. We are now working with them on the case for a Market Supplement (MS), to bring them in line with their colleagues in Families, Children & Learning, and to try to address the building crisis that is affecting morale and service delivery. Despite presenting evidence from scores of Social Workers, it was not agreed to take the MS forward

at this stage. However, following on from a hugely successful intervention at the HASC staff drop in - where **73 people attended, most of them our members** - and support from our national UNISON advisers, we have now lodged a Dispute and provided further research and evidence to support a MS.

Workers have also made clear that the pay issues are so serious that they are willing to **take Industrial Action**. Despite acknowledging the financial pressures on the organisation, not properly funding this statutory service is a false economy.

This is a brilliant example of the **power of our members** when we can support them in joining their voices together and we will keep fighting with them until the pay issue is properly addressed.

WHAT'S YOUR EXPERIENCE OF GOOD SHAPE?



We want to gather the experiences of **BHCC members when reporting sickness absence, particularly those with serious and long-term conditions. Please 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:

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 NEW CARE CREW STEWARD



Linda Ginesi is our new Steward dedicated to supporting and advocating for the council's Care Crew staff. This is a group of workers who provide vital help to Care and Residential homes and services in the city by providing respite, casual and emergency cover.

Do get in touch and say hello if you are in Care Crew.

Linda.Ginesi@brighton-hove.gov.uk



BLACK MEMBERS CONFERENCE,
EDINBURGH 20-22 Jan 2023

If you are interested in attending please **contact us before the registration deadline of 27 October**. We can send one delegate this year.

UNISON ENERGY
SUPPORT FUND

The second round of Unison's £1m support fund for those struggling with fuel bills **opens at 11am on 16 November**. Info & to apply for £200:

<https://www.unison.org.uk/get-help/services-support/there-for-you/energy-support-fund-2/>

SOUTH EAST REGIONAL WOMEN'S
AGM Online, 5.30 – 7pm Thursday

1st December 2022 - Branch can send 5 members, includes elections, motions and a chance to meet other women trade unionists.

If you are interested contact Teresa.Williams@brighton-hove.gov.uk, our **Women's Officer** by **10 November**.

NEXT BRANCH
COMMITTEE MEETING

1/12/22, 2-4pm

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

MENOPAUSE IS A
WORKPLACE ISSUE

Read Unison General Secretary, **Christine McAnea's blog**:

[unison.org.uk/news/general-secretary-blog/2022/10/blog-the-menopause-really-is-a-workplace-issue/](https://www.unison.org.uk/news/general-secretary-blog/2022/10/blog-the-menopause-really-is-a-workplace-issue/)

DID YOU KNOW

That for every £1 spent on union dues, workers get up to 6 x back in increases to pay, improved conditions & benefits.

FULL LIST OF UPCOMING
TUC COURSES:

<https://www.tuc.org.uk/TUCcourses#lese>

SUPPORTING WORKERS WITH
LONG COVID:

TUC Webinar, 27/10/22, 2-3pm
<https://tuccampaigns.typeform.com/to/xVINHjtl>

GET IN TOUCH:  

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

For a plain text version of this newsletter please get in touch

