

Staffordshire Branch of UNISON

Annual General Meeting 2009



Attend To Be
Entered Into A Free
Prize Draw Sponsored
By UIA & Britannia
Building Society

Commencing at 5:30pm
on Thursday 29th January 2009
at The White Eagle Club,
Riverway, Stafford

A Light Buffet & Soft
Drinks Will Be Available
From 5:00pm

The Wedgwood Building
Tipping Street
Stafford
ST16 2DH

Phone: 01785 245000
Fax: 01785 228162
Email: unison@staffordshire.gov.uk

Have Any Of Your Details Changed?

If you have recently changed your address or name, changed your job title, moved to another workplace or even retired we need to know so that we can keep in touch with you.

There are several ways you can update your details...

- **By Telephone:** 01785 245000
- **By Post:** Staffordshire Branch of UNISON
The Wedgwood Building
Tipping Street
Stafford
ST16 2DH
- **By Email:** unison@staffordshire.gov.uk
- **Via Our Website:** www.staffordshireunison.org.uk



Don't forget to check
our website for all the
latest news & info!

www.staffordshireunison.org.uk

WORKPLACE REPRESENTATIVE NOMINATION FORM

Stewards and Health & Safety Reps Authorisation is for ONE YEAR ONLY. For authorisation as an Accredited Representative of the Branch in 2009 existing & new applicants must complete this form & return it to the Branch Office no later than **Friday 23rd January 2009**.

BRANCH NAME: Staffordshire Branch of UNISON	BRANCH CODE: 12361
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STEWARD: <input type="checkbox"/> I am a new Steward <input type="checkbox"/> I am a re-elected Steward <input type="checkbox"/> I am standing down	HEALTH & SAFETY REP: <input type="checkbox"/> I am a new H&S Rep <input type="checkbox"/> I am a re-elected H&S Rep <input type="checkbox"/> I am standing down	WORKPLACE CONTACT: <input type="checkbox"/> I am a new w/place contact <input type="checkbox"/> I am standing down	LEARNING REP: <input type="checkbox"/> I am a new Learning Rep <input type="checkbox"/> I am standing down
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PERSONAL DETAILS

UNISON MEMBERSHIP NO:	NI NUMBER (FROM PAYSIP):	DATE OF BIRTH:

TITLE:	FIRST NAME:	INITIAL(S):	SURNAME:

EMPLOYER:	WORKPLACE(S) and/or WORKGROUPS COVERED:

WORKPLACE ADDRESS:	HOME ADDRESS:

CONTACT NUMBER(S): <input type="checkbox"/> Home <input type="checkbox"/> Work	EMAIL: <input type="checkbox"/> Home <input type="checkbox"/> Work
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After Your Appointment You Will Receive The Following Mail; Please Indicate Where You Wish To Receive It:

Activists Mailings from Branch Activists Mailings from Region UNISON Focus	<input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Home <input type="checkbox"/> Work
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Please tick if you require materials in different format (e.g. large print or Braille)

PROPOSED BY:	SECONDED BY:
UMS:	UMS:

I certify that I am willing to serve as a Workplace Representative for the year 2009 I am a current member of the Branch and eligible for election. I also agree to undertake suitable training as a Steward within two years of my election.

SIGNED:	DATE:

Please Ensure Your Nomination Is Proposed And Seconded By Your Colleagues And Then Return Your Completed Nomination Form To:

Staffordshire Branch of UNISON, The Wedgwood Building, Tipping Street, Stafford, ST16 2DH

WHAT IS A UNISON REPRESENTATIVE?

The UNISON workplace representative is the most important link between the union and its members. Workplace Representatives play a number of roles. They are organisers who talk to, recruit and organise members around workplace issues, hold meetings, give members information about union issues by publicising UNISON campaigns, distributing leaflets and keeping members informed.

They are advisers and soundboards, talking to members about workplace problems and – if they feel confident, giving advice on how to deal with these.

TYPES OF REPRESENTATIVES

Stewards

A UNISON steward is an elected representative whose role includes organising, recruiting and representing members. Stewards in workplaces where UNISON is recognised by the employer have rights to time off for training and to carry out their work. Stewards have a right to be involved in how their branch is run and are the most important link between the members and the union.

Stewards are elected each year by the group of members that they represent and the post is open to job share. A UNISON Steward should seek to be the first and main point of contact with the union for members. They will recruit and organise new members and work with members to establish an organised workplace. They represent members within the Branch Committee and will also be answerable to the members they represent.

Being an elected Steward gives access to training by UNISON, regular UNISON mailings and access to UNISON advice and information.

Health & Safety Rep

A health and safety representative has the right to training and to raise issues which affect the health & safety of members. In some cases the safety representative and the steward are the same person but they have two separate roles. Safety representatives have specific duties and responsibilities and also have important legal rights. Safety representatives and Safety Committee Regulations of 1977 spell out in detail the rights and functions of safety reps. These include making representations to the employer on behalf of members on any health, safety and welfare matters. Health & Safety Reps can inspect designated workplace areas at least every three months, investigate potential hazards, complaints by

members and causes of accidents, dangerous occurrences and diseases.

They have facilities and support from the employer to carry out inspections and receive legal and technical information, and paid time off to carry out the role and undergo either TUC or union-approved training.

Workplace Contacts

Workplace Contacts play a number of different roles. They may distribute information, support a steward or carry out some tasks normally undertaken by a steward. Workplace Contacts do not have access to the same rights as stewards but can and do play an important role in enabling groups of members to organise effectively. This is an ideal role for those groups of members who can find no one willing to be a steward. The role is more informal than stewards or safety reps. They can operate as part of a network supporting an elected steward.

Workplace contacts have access to a range of benefits from UNISON, but these are more limited than elected stewards. They include regular UNISON information, involvement with branch work and advice on dealing with workplace problems.

Learning Representative

People in this role are likely to be members who have recently completed a learning programme and are enthusiasts and advocates for learning in their own workplaces.

Their precise role will vary according to their own circumstances but will probably centre on raising awareness of lifelong learning among the members and helping to identify and articulate the learning needs of particular members, as well as negotiating with employers on learning issues. They have some rights to time off for training and carrying out their duties.

All Workplace Representatives are an essential part of a large and powerful national organisation. If you are interested in any of these roles, please complete the Form and return it to the Branch Office. If you require any further information telephone the Branch on **01785 245000** or visit our website at:

www.staffordshireunison.org.uk

BRANCH OFFICER NOMINATION FORM

This Form Must Be Completed By All Nominees For Branch Officer Posts And Returned To The Branch Office No Later Than **Friday 9th January 2009**

If More Than One Nomination Is Received For An Officer Post, Members Will Be Notified And A Vote Will Take Place At The Annual General Meeting

Nomination For The Post Of: _____
(See List Overleaf) _____

Title: _____

Surname: _____

Forename(s): _____

Workplace Address: _____
(Including Postcode) _____

Work Telephone Number: _____

Department/Workgroup: _____

Current Job Title: _____

UNISON Membership Number: _____

Contact Telephone Number: _____

Home Work

Proposed By: _____ **Seconded By:** _____

Signed: _____ **Date:** _____

Officer Posts - Staffordshire Branch of UNISON

A number of functions are defined within the rule book as the responsibility of specific Branch Officers. However these tend to be general statements, covering overall responsibility for the proper running of the branch, each of which entails a large number of tasks.

All branch officers are bound by the collective responsibility of national, regional and Branch policy and decisions taken by the Branch Committee

Outlines of all the Branch Officer Roles are available from the Branch Office.

- Chairperson
- Vice Chairperson
- Branch Secretary
- Assistant Branch Secretary (4 Posts covering across the County)
- Assistant Branch Secretary (Fire & Rescue Service - must be from this employer)
- Assistant Branch Secretary (Ofsted - must be from this employer)
- Branch Treasurer
- Health & Safety Officer
- Welfare Officer
- Education Coordinator
- Equality Officer
- Women's Officer
- Black Members Officer
- Communications Officer
- International Officer
- Young Members Officer
- Auditor

<p style="text-align: center;">NOTICE OF THE ANNUAL GENERAL MEETING TO BE HELD ON THURSDAY 29th JANUARY 2009</p>

To: All Members Of The Staffordshire Branch of UNISON

The Annual General Meeting of the Branch will be held at **The White Eagle Club, Riverway, Stafford** on **Thursday 29th January 2009**, commencing at **5.30pm**.

Remember that this provides an opportunity for the general membership of the Branch to participate in Branch affairs and to influence policy. If you wish to change existing UNISON policies, or to initiate new policies, this is your chance!

Members should bring their current membership card or proof of membership (a current payslip showing UNISON deductions will be acceptable). Branch Office Staff will check your membership upon arrival.

A Buffet Tea will be served from 5.00pm.

Jane Heath
Branch Secretary

A G E N D A

- 1. MINUTES of the Annual General Meeting held on Thursday 31st January 2008**
- 2. ANNUAL REPORT: to receive the Annual Report of the Branch Executive**
- 3. STATEMENT OF ACCOUNTS: to receive the Branch Treasurers Statements of Accounts for the twelve months to 31st December 2008**
- 4. CONSIDERATION OF HONORARIA PAYMENTS FOR 2008**
- 5. ELECTION OF OFFICERS**
- 6. ELECTION OF THE BRANCH EXECUTIVE COMMITTEE**
- 7. MOTIONS: Must be submitted in writing and received at least 7 days before the meeting.**

**MINUTES OF THE ANNUAL GENERAL MEETING HELD ON
THURSDAY 31ST JANUARY 2008**

50 Members were present and 5 apologies were received.

1. GUEST SPEAKER – TONY RABAIOTTI

Tony gave an informative talk on single status and Job Evaluation.

2. MINUTES OF THE ANNUAL GENERAL MEETING HELD ON 8TH MARCH 2007

The minutes of the 2007 AGM were agreed to be a true record.

3. ANNUAL REPORT

The Reports in the AGM Booklet were accepted and agreed by the meeting.

4. PROPOSED RULE CHANGE

Withdrawn.

5. STATEMENT OF ACCOUNTS

The Treasurer presented the Statement of Accounts for 2007 to the meeting. The accounts were accepted.

6. HONORARIA PAYMENTS 2007

Honoraria payments for 2007 will be agreed at the 2008 Annual General Meeting

7. ELECTION OF OFFICERS

The following nominations for Branch Officer posts were received:

Branch Secretary	Jane Heath
Chairperson	David Baldwin
Vice Chairperson	Tonia Atherdan
Asst Branch Secretary	Tonia Atherdan
Asst Branch Secretary	Carol Thompson
Asst Branch Secretary	David Marsden
Asst Branch Secretary	Steve Eley
Asst Branch Secretary	Steve Knight
Asst Branch Secretary	Carolyn Thompson
Branch Treasurer	Malcolm Kidd
Health & Safety Officer	David Baldwin
Welfare Officer	Hilary Mellor
Education Officer	Vacant
Equality Officer	Hilary Mellor
	Linda Gill
Women's Officer	Carol Thompson
Member Services Officer	Vacant
Black Members Officer	Ora Yearwood/ Eider Jacobs (Job Share)

RESOLVED: All of the above nominations except the Equality Officer were accepted by the meeting. The results of the election of the Equality Officer were Linda Gill 15 votes, Hilary Mellor 31 votes. **Hilary Mellor was duly elected as Equality Officer.**

8. ELECTION OF BRANCH EXECUTIVE COMMITTEE

40 nominations for Departmental Stewards were received. All nominations were accepted.

Title	First Name	Surname	Workplace
Mrs	Pamela	Appleby	Belvedere County Junior School
Mr	Ian	Arnold	Chief Executives Office
Mr	David	Baldwin	Scientific Services
Mr	Michael	Barker	Education County Grounds
Mrs	Barbara	Blair	Westwood College
Mr	Nigel	Brindley	Tamworth Day Service
Mr	Simon	Bruce	Wightwick Hall Special School
Mr	Andrew	Carter	Trinity Day Centre
Mrs	Avril	Clowes	Clayton Hall Business & Language
Ms	Patricia	Corby	Hawthorne House
Mrs	Mary	Dodgson	Merryfields Special School
Mr	Mark	Dunn	Strategic Core
Miss	Clare	Fagan	NCHS - The Science College
Mr	David	Fraser	55 Scotch Orchard
Mrs	Linda	Gill	Tamworth Community Care
Mr	Paul	Glover	Quest Day Centre
Mr	John	Gordon	Wenger House Probation Hostel
Mrs	Marlene	Greene	Lichfield Social Services
Mr	Robert	Heath	Newcastle under Lyme College
Mr	Adrian	Hill	Lichfield Community Living
Mrs	Lynne	Holder	Cannock Chase Technical College
Mr	Paul	Ivans	Tamworth & Lichfield College
Mrs	Eider	Jacobs	Chief Executives Office
Mr	Brian	Lightfoot	Hanley Fire Station
Mrs	Susan	Lintern	Chase Day Service
Mr	Raymond	Marchant	Burton Connexions Centre
Mr	Peter	Marshall	Newcastle Day Service
Mrs	Hilary	Mellor	216-218 Stone Road
Mrs	Leanne	Miller	Rawlett County High School
Mrs	Elizabeth	Morris	Stafford College
Mr	Michael	Murphy	Strategic Core
Mr	Peter	Reynolds	Lichfield Day Centre
Mr	Wade	Rogers	Youth Offending Team
Mr	Graham	Shaw	Hanley Fire Station
Mrs	Susan	Smith	Foxwalls
Mrs	Judith	Tomkinson	Newcastle Registrars Office
Mr	Terence	Walton	The Alders
Mr	Peter	Weaver	Stafford Day Service
Mrs	Jean	Worthington	Queen's Croft Special School
Mrs	Ora	Yearwood	Job Evaluation Team

HEALTH & SAFETY REPRESENTATIVE NOMINATIONS

14 nominations for Health & Safety Representatives were received and accepted.

Title	First Name	Surname	Workplace
Mr	David	Baldwin	Scientific Services
Mrs	Jane	Heath	Secondment
Mrs	Carolyn	Thompson	Use Home Address
Mr	Stephen	Elsey	Secondment
Mr	Peter	Reynolds	Lichfield Day Centre
Mrs	Marlene	Greene	Lichfield Social Services
Mrs	Patricia	Corby	Hawthorne House
Mr	Brian	Lightfoot	Hanley Fire Station
Mrs	Linda	Gill	Tamworth Community Care
Mr	John	Gordon	Wenger House Probation Hostel
Mr	Peter	Weaver	Stafford Day Service
Mr	Roger	Appleby	Tamworth & Lichfield College
Mr	David	Fraser	55 Scotch Orchard
Mrs	Elizabeth	Morris	Stafford College

9. MOTIONS

No motions had been submitted.

There Being No Further Business, The Meeting Closed At 6:00pm

ANNUAL REPORT OF THE STAFFORDSHIRE BRANCH OF UNISON FOR THE PERIOD 1 JANUARY 2008 TO 31 DECEMBER 2008

Report of the Branch Executive Committee

The Executive Committee of the Branch met on 10 occasions in 2008, of these 7 meetings were quorate. We were inquorate by a narrow margin due to the number of issues our Stewards were involved in which took them away from being able to attend Branch Executive, particularly in relation to Changing Lives and JE in Schools.

In UNISON the role of the Steward is the fundamental building block of workplace organisation and the spokesperson for the members they represent.

The Branch would not have been able to take up the challenge that the last 12 months have brought, together with increased work volume through the Home closures (Changing Lives), Job Evaluation Assimilation in Schools, industrial action and the many other issues, without the hard work and commitment of so many individuals.

As a Branch we continue to strive to build upon our strength and importantly look to new ways of inclusion and participation of our membership.

As of October 2008 the Branch has welcomed 769 new members to UNISON. For a number of years the turnover of Branch membership was lower than other Branch's and we were able, be it slowly, to steadily increase our membership over time. Last year we effectively stood still by the end of the year and this year we have seen a small reduction (less than 2%) of overall membership.

If, however, you consider the number of redundancies over the last year across the various services including Social Care & Health, you can see that the Branch has continued to maintain high levels of recruitment. Losses through JE were expected but have been minimal.

Branch figures have also changed due to work around organising within the Community & Voluntary Sector together with the movement of staff from Social Care & Health to the PCT's. Effectively with Social Care & Health membership we are looking at the transfer of membership between Branches and not a loss of membership from UNISON. With the development of integrated work the movement of members between Branches will become more commonplace in the future.

As a Branch we have looked at and developed a number of strategies around recruitment and organising within the Workplace.

We are currently active within the UNISON Autumn Recruitment Campaign looking at increasing our membership in Colleges.

The Branch now has a Regional Development Officer, Katherine Wilshaw, who is a very welcome addition in supporting the work we are undertaking.

Tonia Atherdan is leading on the recruitment and organising project within the Community & Voluntary Sector and again we have the welcome support of our National Officer Dilys Williams.

As a Branch we continue to look at ways of improving communication to members (which is a 2-way process) and this year ran a successful School Steward Recruitment Campaign. From this we hope to develop a network within Schools and increase membership participation in this area.

At the time of writing this report this year's pay award remains unresolved but with agreement for an interim payment of 2.45% to be paid to staff in the end of November salary payroll whilst final settlement is awaiting arbitration.

We had two days industrial action on 16th and 17th July. The Branch worked hard to fully engage the media, which I believe we did both at local level and Nationally with interviews and coverage on Sky news. The support we received on the picket lines was tremendous and the Branch Executive thanks everyone for their support over these 2 days.

During 2008 the Branch Executive agreed to donations/affiliations to a value of £777.95 and authorised welfare payments to members to the value of £1995.90. The welfare payment includes £ 300 in total that the Branch gives as a Christmas gift to the orphaned children of UNISON members. If you know of any children who may qualify for this annual payment, please let the Branch know.

Finally, in 2009 our long standing Branch chair will be retiring from work. David Baldwin first took over the role on 14th January 1998 at the AGM. David is a hardworking long-standing and committed activist of the Branch who will be greatly missed. On behalf of the Branch Executive I would like to thank him and wish him well in his retirement.

Jane Heath	Branch Secretary
David Baldwin	Branch Chairperson

Report of Branch Secretary – Jane Heath

2008 - What a memorable year it has been – both for the Branch and myself.

It commenced at our Annual General Meeting held on 31st January 2008 when our guest speaker, Tony Rabaioiti UNISON Regional Head of Local Government, received the phone call we had long been waiting for at 5.30pm and was able to announce to the meeting that we had the go ahead to ballot our membership on the Staffordshire JE proposal.

We had, at this time, also planned to move office as our building at 24 Lichfield Road had been declared surplus to requirements by Staffordshire County Council and preparations to move had been made for 7th February.

Moving day arrived with only 45 minutes notice, 24 hours ahead of our schedule with the usual teething problems. Work was still being carried out to our new accommodation and it took 3 days to get our telephone and computer links up and running. Was it worth all the upheaval? Yes, in relation to our new accommodation but if you asked me at the time – the answer may have been very different.

Many members asked why we chose to move at the same time as ballot on such a major issue as a new pay grading structure. It certainly wasn't by choice!

Regional office therefore undertook sending out the ballot on the Branch's behalf and together with the help of our Regional Officer, Claire Breeze, and using the Blackberry system, we dealt with the high volume of queries relating to the ballot. Many of those were from our members in schools. We established fairly quickly that the consultation process that we understood to have taken place in schools was sadly lacking in some areas, and at one point there was a question mark on which way the ballot vote would go because of this.

We now have a signed collective agreement with an outcome that Staffordshire's JE scheme is one of the best in the country.

Unlike "Agenda for Change" in Health, no additional funding has been provided by Government despite extensive lobbying by the trade union movement. Staffordshire County Council being one of a number of Local Authorities to be given approval for a capitalisation bid to partially fund the cost of JE.

Addressing Equality issues comes with a high price tag and the year-on-year efficiency savings set by Government continues.

At the Branch we have seen a high increase in the number of restructures taking place and I see this trend continuing for the next few years. For me the high volume of strategic work I am now undertaking together with all the restructures and policy work I am involved with, has resulted in spending more time on these areas than on casework.

In addition, I also undertake all the JE Appeals for the Branch and am the Lead for Schools both for the Branch and on behalf of the 3 green book trade unions in strategic meetings. I am also a long standing member of WAMG.

JE in schools was rolled out on 1st September 2008 following the JE Template approach involving consultation, assimilation and an appeals process. This involved an enormous volume of work in relation to the template itself (with some 500 plus job descriptions and person specs) together with work on the relevant protocols covering the whole process.

To provide the much needed support to our members in schools, I obtained additional facilities time for 2 of the Branch Stewards, Peter Weaver and Nigel Brindley, to represent members at the assimilation and appeal meetings in addition to myself and the ABS's.

For many of our members this has been a difficult period which has resulted in a number of unresolved issues and grievances caused through misapplication of the process.

I continue to work closely with the other trade unions, including the teachers unions across a whole range of issues for the benefit of our membership. In last year's report I also referred to being particularly active on the political front and this has continued.

In Social Care & Health, services are going through major service changes. The outcome of the Cabinet Meeting of 14th November 2007 where the 3 green book trade unions submitted a joint representation to retain the Elderly Residential Homes resulted in a number of Homes being saved from closure.

The Section 188 notice covering the Disability Homes was withdrawn and we have been informed that we are now looking at the re-provision of the service, though details as to what this will look like remain unknown.

Within the Home Care and Community Living service a number of pilot schemes are currently being undertaken. For Day Centres and Day Services future service delivery will be on a district by district basis. The future still remains unclear but we have moved on considerably from earlier in the year. At that time there was a move to make substantial redundancy and JE savings that would have adversely affected our member's entitlements. I am pleased to say that this decision was later reversed. As a Branch we fought to protect our member's interests and ensured that they got the best deal that could be achieved.

The Youth service has also seen efficiency savings and restructuring this year. Further efficiency savings were later identified and the Branch, together with UNITE the union and NASUWT put forward the case not to reduce the service further. We were later informed that no further savings would be required.

With so many changes I could go on and on. As I have said earlier, there have been numerous restructures. Just because I have not referred to it directly in my report does not mean it is not significant. Everything that affects our members is significant. All of us at the Branch are elected to support, represent and be the voice for our members – that's what we are here for.

This year brought with it Industrial action in relation to this year's pay award – which at the time of writing this report, remains unresolved. As a Branch we looked at bringing the below inflation settlement to the

public arena and the media coverage we obtained locally and nationally for our campaign, particularly on Sky news, achieved this.

I also attended and spoke on 2 motions at both the UNISON National Conference and the Local government Conference held at Bournemouth this year.

We have, without doubt, many challenges ahead. To do this we need to build on our existing strength.

Remember if you are a member – you are the trade union!

When you face the challenges as we have over the last 12 months the importance of working as a team becomes even more important and our success as a Branch becomes dependant upon it.

I have made a point of acknowledging and thanking everyone, whether it be at Regional or Branch level, who have helped and supported me this year and I take this opportunity to do so again.

As I have previously said – I enjoy the challenge and I haven't been disappointed so far. If you ask me was the last 12 months hard work and long hours worth the effort my resounding answer would be – absolutely yes. I look forward to the forthcoming year and your continued support.

Report of Chairperson - David Baldwin

During 2008 the branch moved offices to a central Stafford location. This was because the County Council wished to dispose of the Lichfield Road premises. This led to a number of problems as for many months secure storage for archived material was not available near the new office so if documents relating to a previous case had to be retrieved these were still at the Lichfield Road premises.

The Single Status / Job Evaluation process is approaching a conclusion, with stewards and branch officers representing the branch at "COT3" events.

The "Changing Lives" program requires a great deal of input from the branch, with workplaces closing and some members deciding to finish working for the County Council and others asking to be re-deployed in establishments which are staying open. The loss of members from this and from staff being made redundant from schools is having a significant effect on the size of the branch with most branch executive meetings having a reduction in membership reported. The branch is recruiting but not fast enough to match those who are leaving.

The 2008 national pay negotiations have been ongoing with a national ballot on industrial action. It was decided to hold two days of strike action in July. About 100 people picketed various doors into County Council properties in the Martin Street area of Stafford and we thank those members who took part in this action. Discussions following the action concluded that further action could not be sustained and it was decided to go for binding arbitration on the dispute. The employers have announced they will make interim payment of their offer (2.45%) with effect from the November pay. Consultation is currently under way on the form of the 2009 pay claim, due for settlement next April.

I would like to thank the staff in the Branch office who make life much easier for all the lay officers by their friendly attitude and helpful approach to requests for assistance in many tasks.

Report of Assistant Branch Secretary – Tonia Atherdan

This last year started off very much along the same line that the previous year did with Changing Lives.

Throughout this year I have been actively involved in ensuring our member's employment has been protected where needed and I have also been able to assist members with redeployment or voluntary redundancy/ early release due to the elderly residential home closures that have taken place.

Changing Lives is a big area of work that will be ongoing for a long while to come as it affects all areas in Social Care and Health and I look forward to the challenges of the next stage ahead. In the Changing Lives consultative forum I have actively taken part on negotiating with senior management on their proposed way forward and at all times defended our member's issues and concerns throughout the process.

Similarly to last year I have led on some very big restructures within the authority and I have endeavoured to achieve a positive outcome at every opportunity, I have competently made sure that meaningful consultation has taken place with our members.

Currently I am working on the children's residential restructuring and also the Emergency Duty Team Restructuring which will be in place before the end of this year.

I am still a lead officer on Social care and health's Works committee, and I am also a lead officer at our Social care and health's stewards group and thank-you to all the stewards that have been attending those groups and for the input you've had I have really enjoyed our debates.

Throughout the year I have attended national conference in Bournemouth and I have also attended a number of seminars. I was earlier on in the year invited to join a new working group called APSE, within the group there are a number of outside agencies that could at some point work jointly with Staffordshire County Council under the umbrella of Social enterprise. UNISON is the only trade union invited and I have attended all the meetings and seminar days over the last year.

Over the last year I have attended Local Government and Regional council meetings, this has proved to be beneficial in that this gave me the opportunity to network with other branches suffering similar detrimental government led initiatives and employer targets. I have also attended the COT3 signing days in the north of the county.

Throughout this last year there have been a number of new and ongoing projects that I have dealt with in my above role. One of the main projects I have under taken this year is recruitment in the community and voluntary sector. The main reason for me undertaking this project is due to the fact that some of our members have been TUPE transferred over to outside agencies and it's likely to happen again in the near future.

In relation to recruitment in the community and voluntary sector I have recently started negotiating a recognition agreement for UNISON with an outside agency in order to protect our members.

I made an application to the Regional pool committee earlier on this year to help with the cost of funding for recruitment and retention goodies, I am pleased to say they awarded the branch £5000 which was spent on eco friendly recycled products which I am giving away on recruitment days.

Along with the above I have represented members and advised them on a day to day basis, on grievance, disciplinary, appeals, harassment and capability issues. I have also advised and represented members affected by section 188 notices in schools.

As usual everyone at branch has worked really hard in relation to the demands that face us on a daily basis.

I would like to say a huge thank you to all of the Admin staff for all their hard work and support.

A big thank you to all of the branch officers, and Claire Breeze, Regional officer, I as always have really enjoyed working with you all, and look forward to the year ahead.

And last but certainly not least a big thank you to Jane for her ongoing support as Branch Secretary.

Report of Assistant Branch Secretary – Steve Elsey

2008 has been a busy year for all UNISON officers and stewards, with my time being taken up mainly dealing with members issues with many diverse cases and calls for assistance and support, these being grievances at all levels, disciplinaries, Bradford score warnings, welfare visits, personal injuries, harassment and bullying complaints and general requests for advice and support. 2008 has also been the year in which many of you will be aware that Job Evaluation has been completed in schools, with a lot of time in the middle of the year being taken up assisting, meeting and representing members in dealing with governors to make representations and appeal against their proposed outcome. Time has also been spent in consultations regarding outsourcing for a number of service areas, and the transfer of staff. Consultations are also ongoing regarding the creation of South Staffordshire College, which will by the time you read this have seen Rodbaston, Cannock Chase Technical College and Tamworth and Lichfield College merge. 2008 as in previous years has seen me involved in a number of restructures.

In my position as lead officer for the C&LL directorate I have represented the branch and its members with the authority on a number of occasions throughout the year including Children & Lifelong Learning staff forum, and WAMG (Workforce Agreement Monitoring Group), which looks at staffing issues in schools.

I have attended a number of regional meetings including UNISON's Regional Council, and Regional Local Government meeting. I have also attended regional feedback and organisational seminars, and training sessions.

I wish to formally record my thanks to all who have supported and advised me during the past year; the other Branch Officers, UNISON's regional officer, our admin staff and the stewards in my area who have been of great assistance in dealing with some issues, if you are able to become more involved please let me know.

Report of Assistant Branch Secretary – David Marsden

Every year, we begin these reports by describing how busy we have been representing and supporting the interests of the ten thousand members who make up this Branch of ours – the second largest in the West Midlands region – and how heavy a workload we continue to face.

Believe me, there is a reason for this. It's true.

As well as the long-running job evaluation procedure and ongoing issues around the employer's COT3 'back pay' process, negotiations still take place regularly on 'Changing Lives' and its continuing implications for Branch members.

I am one of the lead officers for the interests of members in the Social Care & Health Directorate, attending monthly Works Committee and Stewards' meetings. I am also a delegate to the Regional Local Government Committee, which meets quarterly.

The employer continues apace to change the working landscape within the County Council; I have been closely involved in restructures in Community Services and Performing Arts, as well as representing members in Social Services with their issues following a restructure.

In June, I attended my second Local Government and National Delegate Conference, which took place in Bournemouth. This is where UNISON's direction for the following twelve months is debated and decided, and I have relished the opportunity to be involved in this vital process.

Away from the Branch, I have attended (with the Branch banner!) a rally in Manchester to celebrate 100 years of the state pension and a rally to support colleagues working for Birmingham City Council in their dispute against unjust job evaluation terms.

I have attended seminars organised by ACAS for the West Midlands Employment Relations Forum, and by the Association for Public Service Excellence. Both bodies provide useful information and feedback, which can be used to the benefit of Branch members.

Most importantly though – and for me, this is the essence of this calling – I have been able to help many members in times of worry and distress, whether it be to do with disciplinary procedures, grievance, bullying and harassment, absence through ill-health, disability or any other of the many problems facing our colleagues in the workplace. Often these issues can be resolved informally; increasingly it seems that the employer prefers to take the formal route, underlining the importance of the protection that being a UNISON member brings. Whatever the road travelled, I will always support members in need to the best of my ability.

Now... every year, we conclude these reports by thanking our fellow Branch officers, regional officer, admin staff and stewards for their incredible help in assisting us in representing and supporting the interests of the ten thousand members mentioned above, and how the job would be impossible were it not for that help.

Believe me, there is a reason for this, too. It's also true!

Report of Assistant Branch Secretary – Carol Thompson

At the beginning of 2008 the Branch moved to new accommodation in Tipping Street.

Throughout the year I have been involved with restructuring of members and moving of their office accommodation.

In March the County Council TUPE transferred 2 sets of catering staff from 2 schools to the private sector. This did not go smoothly as there were complications over their pensions.

Job Evaluation went live in April 2008 for the majority of county council staff. Schools went live in September 2008. The Branch, to date, has been inundated with enquiries about JE issues. At the time of this report going to press, the COT3 signing days have just started, again confusing for all members.

In July this year National balloted it's members for a 2-day strike in relation to this year's pay award. This strike was well attended in Stafford, I myself picketed outside the main St Chad's Reception.

Changing Lives

This year has also seen the closure of County Council Elderly Residential Homes. This has been and still is a huge process. I have attended regular meetings with management to try and resolve issues from members and find a way forward which suits both parties.

Connexions

I have successfully negotiated a pay settlement for our members. After balloting our members twice the final offer was accepted. This was achieved without strike action.

I have successfully negotiated release time for stewards in Connexions. I was mindful that all other stewards have pre-meetings before the main forum or works committees – Connexions did not. This is established now and we meet once a month prior to the UNISON meeting with the management board to discuss any outstanding issues and formulate them to be put in the agenda.

Colleges

With the amalgamation of Lichfield & Tamworth, Cannock and Rodbaston Colleges, Claire Breeze Regional officer, Steve Elsey and myself support from the colleges was Paul Ivans and Lyn Holder (Stewards). We all have met with the Principals and management. They were hoping for this amalgamation to happen on 1st January 2009. So far in October 2008 they have appointed a new Principal for all colleges and are then looking at the management team.

At the first meeting they were saying there would be no redundancies, but now they are not sure. I have been into Tamworth & Lichfield College, which is in my area and done a recruitment drive. I would like to thank the Stewards in these colleges for all their help and support.

Policies and Procedures

I have, throughout the year, represented members in re-deployment, Redundancies, whistle-blowing, Tupe transfers, capability, harassment, disabilities, sickness absence and pay awards.

The committees and forums I have attended are Regional Council, Local Government Committee, Children & Lifelong Learning works forum and Social Care & Health Works Committee.

I would like to thank my Stewards old and new for all their support. I would like to take the opportunity to thank Marlene, Pat and Nigel for their help and support at the Branch.

I would like to thank Claire Breeze our Regional Officer, as usual Claire has been a massive support to me, I thank you Claire for your time and support.

A very big thank you to the admin staff, without you I would not be able to fulfil my job.

Finally I would like to thank all the Branch Officers for their support and teamwork, it's got us through a very difficult and demanding year, our joint commitment and hard work will again pay off for the year ahead.

Report of Assistant Branch Secretary (Fire & Rescue Service) – Steve Knight

Hello Colleagues,

Here we are again, AGM time, can't think where the time has gone! We started the year with a look at janitorial provision. Facilities management being provided by the PFI provider. This proved not to be a viable option, although a review of these provisions in-house has meant some redundancies and provided a whole new system of work.

I have only been able to attend one Fire Forum meeting this year due to internal commitments. These are meetings of UNISON officers from the fire services in our region, any issues from these meetings are taken to a national level by Judy Foster from West Midlands Fire Service, as she is the representative for our region.

P.F.I has moved forward at a rapid pace this year and the final bidder will soon be announced. Work on the new stations is due to start, hopefully, mid 2008. The new stations to be opened mid 2009. There is also a refurbishment part to this where most, if not all, will receive some form of refurbishment. This is a massive project that will take place over a three to five year time span. We have also embarked on applications for PFI2 which is also going well. This is for the refurbishment of the remaining stations to keep them all at one uniformed standard.

As you may recall, the results of the best value review of the workshops, of which we came out best in class. In October 2008, we negotiated for a new workshop site which should be complete, ready to move into early July 2009.

The work of the Futures group is still ongoing to improve how the service operates. This is an ongoing project looking at how Staffordshire Fire and Rescue will be funded and run over the next 25 years by forming and expanding partnerships with other agencies.

A Health & Safety works committee meets every quarter, covering all areas of the Fire Service, which I am also involved with.

Finally, a big thank you to Tonia and all at the Branch office for their support over the last twelve months.

Report of Assistant Branch Secretary (Ofsted) – Carolyn Thompson

Yet again this has been another challenging year in Employment Relations in Ofsted. As predicted in last years report the pay negotiations were difficult and ended with UNISON making a recommendation to members to reject the pay offer which 94% of members did. Considering that the offer gave the majority of UNISON members a less than 2% increase not just for this year but for three years this was not unexpected. Particularly when you take into account that 42% of the already much better paid school inspectors received a 6+ % increase. The call to take action was supported by the vast majority of members and a days strike took place in May with Ofsted offices being picketed and rallies being held in London and Manchester. Since then members have been working to rule and this continues to run until at least the middle of December 2008. Additionally members withdrew the use of their own cars for Ofsted business. This action ran for two months but was withdrawn due to management's failure to implement its own policies fairly and consistently. Questions have also been raised with Beverly Hughes Minister of State regarding Ofsted pay and the potential to outsource early years inspections (see below).

A new staff survey conducted in the spring of 2008 yet again indicated that staff morale was extremely low, particularly in the Children's Directorate. Results showed again an unacceptable level of bullying and harassment. Following a round of staff conference held in September an across Ofsted action plan was devised to address the outcomes. It is also intended that the action plan will address improvements suggested by Investors in People following a successful assessment!

Another major area of work was a full review of the HR policies which unfortunately led to a number of important and key policies being imposed on our members. This included the Disciplinary, Capability and Attendance polices because of managements intention to aggregate warnings across these three policies. The Redundancy & Redeployment, Relocation, Flexible Working and Essential Vehicle User Policies remain not agreed due to a difference of view on what is contractual. Additionally the Flexible working policy took away the right for inspectors and grades B1 and B2 to take time of in lieu. Work continues to try and resolve these issues.

In September management announced that they were going to undertake a full organisation restructure. The restructure has the potential to lead to a number of redundancies across the organisation and as such we enter another period of great uncertainty. At the same time as announcing the restructure management also stated that due to Inspectors of Early Years expressing concerns about feeling undervalued and expressing concerns about low moral they had decided to look at potentially outsourcing the early year's inspections. UNISON expressed complete and utter disbelief that Ofsted could use this as a reason for looking at privatising this valuable work particularly when you consider the potential risk to children. UNISON is to be fully consulted regarding management's proposals for both the restructuring and potential outsourcing and will be seeking the best outcome for our members.

The Equal Pay claims being pursued by UNISON on behalf of over 500 members remains at tribunal. Lots of work continues on behalf of members with regards to the claim but as yet no conclusion is available. Of

course there are no guarantees of success but it is important that we continue to take this forward on behalf of members.

Along side the above matters I continued to represent members regionally and on occasion nationally at sick absence reviews, grievance and disciplinary hearings. Also giving help, advice and support to members on a variety of concerns and issues with their employment with Ofsted.

Finally I would like to thank the Branch and Claire Breeze for their ongoing help and support.

Report of Health & Safety Officer – David Baldwin

As I stated in last year's report I stood down as Regional Health and Safety Forum Officer last April. I have continued to attend the Regional Health and Safety Forum which is open to Safety Representatives from all branches in the Region. The branch will need to maintain contact with the Region when I retire next summer.

The Hazards Conference was this year at Keele University and at its opening session the following information was given:

- Keele University is planning to abolish its Trades Union courses
- Sudden work related deaths including work related road traffic deaths probably total 1800. Work related road traffic deaths are not separately recorded as they are deemed to be police matters outside the scope of the HSE.
- Deaths from work related illness probably total 50,000. This includes work-related cancer, respiratory illness and heart disease from stress.

HSE cuts have resulted in many deaths through work. Poor health and safety is costing 20 to 30 billion pounds annually.

Karen Messing (International Ergonomics Association, Canada) spoke on gaining recognition for women's occupational health and safety problems in Quebec. Women don't often get killed but get pain and suffering. Women often do the same amount of physical effort as men but in smaller, more frequent packets.

Michael Lees (Asbestos Campaigner) started campaigning after his wife, an infant school teacher, died of mesothelioma. Asbestos insulation board contains amosite and is present in most of the 13,000 schools built in the period 1945 to 1975. There has been no general audit of schools for asbestos. The latent period for mesothelioma is between 20 and 60 years.

One of the main concerns at Hazards Conference was the **Black Report on Health at Work**.

Doug Russell (USDAW H&S advisor) If you have a decent job your health is better than if you line up for benefit. This has been distorted to claim that any work is better than benefit. The report claims that ill health caused by work has been overcome. The earliest that any action on work related ill health is taken is when somebody is forced out of work by ill health and rehabilitation is a lottery. The view that work is good for good health is through rose-tinted spectacles. Only good work is good for good health.

Professor Andy Watterson (Stirling University) said the Black Report 2008 and occupational cancer is a cosmetic piece of work. The statement "great progress has been made in improving health at work" is very questionable. A lot of the report is "not seeing, not looking, not finding" evidence on ill health from work. The report is focused on lifestyle, not industry.

Checking the report for reference to health issues:	References to occupational cancer	None
	References to lifestyle	11
	There is no focus on prevention anywhere.	

This year for Workers' Memorial Day we presented a bench to the County Council at the Innovations Centre, Chasewater, on 28th April 2008

If your workplace has Health or Safety problems I would be glad to hear from you to advise on the best way of improving the situation. Those Stewards who become involved in Health and Safety advice should consider whether to register as Safety Representatives to gain access to information to which the Safety Representative Regulations entitles those registered by the Trades Union.

Report of Black Members Officer – Ora Yearwood/Eda Jacobs

Twelve months comes and goes very quickly these days and each time you hope this one will be for the better.

It has been a busy and difficult year for us both but not only as Black Members Officers. Our day to day jobs have kept us fully occupied with the on going Job Evaluation and COT 3 signings. We have also been engaged in workplace representations of colleagues even though we have had to deal with work issues closer to home. In the past year we have learned a lot about the people we work for and not all of it is good.

So let's first of all look at the positives over the past year:

UNISON's annual National Black Members Conference was held in sunny Glasgow. The theme was One Voice – Unity in Strength. Although 2007 was the 200th anniversary of the abolition of slavery this year's Conference was closely linked, for as time moves on, unfortunately ways and practices of the human race moves forward but not necessarily at the same pace. Scotland has a long but little known association with slavery, both trans-Atlantic and modern day. As many of the delegates who attended know, some of us are descendants of those who were captives and owned by the Scottish plantation owners. This is evident in the surnames that a number of us hold. Research shows that as an example, a glance at a Jamaican telephone directory shows 800 English "Beckfords" and approximately 2300 Scottish "Campbells" are listed; twice as many "Campbells" in Jamaica per square mile which is more than in Scotland. Evidence can also be found in some of the street names. UNISON and the Scottish Black Members Committee have done a lot of work to raise the awareness of its history.

Motions were debated with topics ranging from 'Black Community Projects in crisis' to 'Tackling racism in schools'. All very emotive issues promoting much discussion and we would encourage any black members out there to attend at least one of these conferences, if only to join with other black members throughout the country to understand more about the struggles that are faced by our fellow colleagues on a daily basis in the workplace. One of the guest speakers was Professor Geoff Palmer from the University of Edinburgh who has written a book called 'The Enlightenment Abolished' which makes very interesting reading from a black persons' perspective living and working in Scotland.

The Black Workers Support Group held a very successful 'Discover Diversity Day' in October at the Polish Club, Riverway, Stafford, to recognise Black History Month which was attended by the Leader of the Council, John Taylor. This consisted of a small but diverse group of employees and members of the Staffordshire Community who came together to share information and exhibit cultural products as well as sampling cuisine from the Caribbean and Asia. This event is going from strength to strength and next year it is hoped that many more people will join in.

A year ago we said we would be reviewing the role of the Black Members Officer, to consider the ongoing effectiveness within this Authority. It was always our aim to actively work with our colleagues as a supporting body for any Black and Ethnic members who may have needed it, with no suggestion that we believed racial factors might come into play. At this present time we feel our role has been misunderstood, so moving forward over the next few months we will seek to clarify the terms of reference for this post. Dave Prentis (General Secretary) promised in his speech at this year's Conference, that UNISON would not

rest until equality was won and he urged more black members to put themselves forward to lead and shape the union.

"Making sure that the union fits you, rather than you fitting the union. It is solidarity that binds us together and it is solidarity that will drive us forward".

We now face a difficult period ahead, with our work environment changing rapidly and our members being pushed harder and harder to deliver in the workplace. At times like this unity and a better understanding amongst us is vital, therefore UNISON must make sure that their vote is not seen to be just a whisper.

Report of Women's Officer – Carol Thompson

I attended Women's Conference this year at Harrogate International Centre on February 15th and 16th. The Stewards that accompanied me were Marlene Greene and Pat Corby. There were 39 motions submitted – 38 were carried and 1 was against.

Norma Stevens, UNISON's President, opened Conference. Norma talked about UNISON members supporting financially "Show Racism the Red Card". Show Racism the Red Card is an anti-racist campaign and educational charity which UNISON helped establish in 1996.

It aims to combat Racism by using footballers to present anti-racism message to young people and others.

The other guest speaker was Frances Cook, she spoke about women in prisons.

The International speaker was Elsinah Botsalane from Southern Africa. With UNISON funds she is helping 61% of women to deal with aids and HIV.

The 2009 Women's Conference is at Southport. Accompanying me will be Jane Heath and Hilary Mellor. I hope they will find the experience enlightening, thoughtful and knowledgeable.

Throughout the year I have helped female members with all issues relating to Women's health, Maternity, low pay, flexible hours and equal pay. If any member wishes to discuss any of these issues, please contact me at the Branch.

Finally I would like to thank Sharon for organising our transport and accommodation at Conference.

Report of Equality Officer – Hilary Mellor

It's been a full year for UNISON with the launch of UNISON's Equality Scheme which took place on Thursday 19th June 2008 during the National Conference in Bournemouth, it will be the HEART of all we do for people's rights, tackling prejudice, discrimination and exploitation in the work place.

UNISON's commitment to equality is that they have developed a tailor made scheme, which will give us the tools to embed equality in policy and practice. This will see big changes which will go hand in hand in all we do, in every business.

I attended the Disability Conference in Chester in October. The Equality Scheme again was on the top of the list of priorities, where UNISON members were very passionate on further development of the basic Human Rights.

This also saw the:

- Women's & Work Commission 2006
- Public Sector Equality Duties Legislation
- UNISON modernisation Fund.

I have had project aims to promote a fairer workplace to work in partnership with the employer to improve Equality Practices, using legislation to support a wide range of negotiations. This is only the start and I am looking forward to the challenge in 2009 where you will see your UNISON Branch gain better understanding of the work towards EQUALITY.

UNISON is in the first year of the pilot scheme 2008-2011, I can honestly say, IT CAN ONLY GET BETTER!

Thank you to every single staff member within the UNISON Stafford Branch you have made me feel very welcome and supported me in my first year, I am grateful to you all.

Report of Welfare Officer – Hilary Mellor

2008 has been a year of change for Staffordshire and our County, with the credit crunch etc, which has had a knock on effect with some of our members. There are steps we can take to help protect ourselves and are families from the effects of the credit crunch and inflation.

There are many sources of help and support, UNISON WELFARE being the first port of call, where I have worked along side them to devise a working budget to tailor their own family needs.

I attended a 2 day AGM and Seminar on behalf of our UNISON members back in May 08.

It will be welfares 10th Anniversary in 2011.

There are so many different groups which are available to our UNISON Members, PAY-PLAN, they are there if you are in need of advice on financial problems. We have had some very positive feedback from our members who have accessed the service, enabling our members to carry on with their everyday life. Tel 0800 389 3302

Bailiff advice on line at www.bailiffforum.co.uk - this service has been used by our members, where quick intervention needs to be used by the welfare officer, to speak to landlords and lenders in the hope of reducing the likelihood of members losing their home.

I have worked alongside UNISON Welfare both regional and nationally, this has given me added information on how to take UNISON Welfare forward for you our member to gain a good service.

I look forward to the year ahead, to promote UNISON's Welfare.

I would like to thank the Branch for their support in my new role; I couldn't have done it without you. I would like to thank Jane Heath, who has given me the confidence to promote my knowledge, Tonia Atherdan for having to listen to me asking lots of questions time after time, Dave Marsden for always giving me the confidence and making me laugh.

Report of International Officer – Tonia Atherdan

This was my first year in the above role and I have to say I have thoroughly enjoyed it.

I have learnt a lot about international issues that are at times astonishing to hear and it's made me realise just how fortunate I am in that luckily we live in a democratic society with freedom of speech.

There are loads of international issues going on around the world and it's impossible to help and be involved in all of them. I have kept myself up to date with issues in Colombia, Venezuela and one area that has been of real importance to me is Impunity in Guatemala.

There have been repeated killings of Guatemalan banana union leaders this year:

- March 2008 Miguel Ramirez, founder of the new SITRABANSUR union on the Olga Maria plantation in the pacific south of Guatemala was shot dead.
- April 2008 SITRABI union member Enrique Cruz Hernandez was shot during his lunch break.
- February 2008 the daughter of the general secretary SITRABANSUR was raped by a gang of armed men.

Violence against banana workers in Guatemala has been escalating since the murder of SITRABUR union leader, Marco Tulio Ramirez in September 2007 and union leaders and members in other sectors have also been victims of the increasingly generalised violence.

IT HAS TO END!!!!

I could write forever about the terrible situation banana workers are in especially if they are part of a trade union. When I was first made aware of the urgent action required I found out how I could help and support their campaign.

It's easy to support the banana workers and put pressure on the British Ambassador in Guatemala, it can be as simple as filling in a printed out postcard. Give me a ring at the Branch if you would like to get involved.

During September this year I attended a weekend training course for this role. At the end of the course I agreed to submit a motion to national conference on international concerns within Columbia. Whilst writing this report I haven't yet wrote that motion but I promise it will be written.

Once again I have really enjoyed my International officer's role and I sincerely look forward to carrying on supporting such worthwhile campaigns that UNISON supports.

Report of Secondment Steward – Nigel Brindley

Following Job Evaluation I was asked to come and join the team in May 2008, to give support to non-teaching staff around the schools in the County on their simulation and appeals into the job gradings.

In July 2008 I organised the picket lines around the various County Council buildings in Stafford for the two day strike over the Local Government Pay Claim 2008-09.

The COT3 signing days began in September 2008, I was given the task of organising the Stewards to attend each event and offer support to members.

During my time in the office I have been taking telephone calls from members regarding COT3 and JE queries.

I was also asked to cover for a member of staff who was off on sick leave. Working on various cases such as grievances and sickness absence. This I found most rewarding.

I would like to say a big thank you to Sharon, Ann-Marie, Richard and Holly for their support. I would also like to say a big, big thank you to Marlene Greene and Pat Corby.

We must also not lose sight of the fact that members must always come first.



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* Lines are open 8am-8pm weekdays, 9am-12 noon Saturdays. Calls from landline phones are free, however mobile providers may charge. Calls may be recorded and/or monitored.

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1. YOUR PERSONAL DETAILS

Title	First Name
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Initial	Surname
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Address

Postcode

Date of Birth

National Insurance No. (from your payslip)

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Contact Number

2. YOUR EMPLOYMENT DETAILS

Employer's Name

Department

Job Title

Workplace Name & Address

Postcode

Payroll No. (from your payslip)

Please Return to:
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 Stafford. ST16 2DH**

3. WHAT YOU WILL PAY

Please Tick the Appropriate Box For Your Earnings...

Tick	Band	Annual Pay	Subscriptions	
			Weekly	Monthly
<input type="checkbox"/>	A	Up to £2000	£0.35	£1.50
<input type="checkbox"/>	B	£2001 to £5000	£0.86	£3.70
<input type="checkbox"/>	C	£5001 to £8000	£1.27	£5.50
<input type="checkbox"/>	D	£8001 to £11000	£1.57	£6.80
<input type="checkbox"/>	E	£11001 to £14000	£1.86	£8.05
<input type="checkbox"/>	F	£14001 to £17000	£2.29	£9.90
<input type="checkbox"/>	G	£17001 to £20000	£2.70	£11.70
<input type="checkbox"/>	H	£20001 to £25000	£3.28	£14.20
<input type="checkbox"/>	I	£25001 to £30000	£4.03	£17.45
<input type="checkbox"/>	J	£30001 to £35000	£4.73	£20.50
<input type="checkbox"/>	K	Over £35001	£5.24	£22.70

Tick this box if you are a Student Member. Your subscription is £10 per year

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UNISON's **Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

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Date

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