



UPDATES FROM YOUR LOCAL UNISON BRANCH



We are pleased to invite you to the 2018 **Annual General Meeting (AGM)** of UNISON's East Sussex Area Branch on **Thursday 1st March 2018**.

- **We will be holding two meetings.** Please come along to either. The first will be at:
 - **Council Chambers at County Hall Lewes at 12 to 2pm**, and then later the same day at,
 - **The View Hotel (formally TGWU), Grand Parade, Eastbourne BN21 4DN at 5:30 to 7:30pm**
 - **Guest speaker: Tony Jones on STPs**

NOMINATIONS

We welcome nominations for Branch committee /officer posts, to be received at the Branch office (address below) no later than **2pm Friday 5th January 2018**, using the form on our [homepage](#). Descriptions of Branch roles can be found our [website](#), and on page 7. Any motions/rule changes you wish to propose to the AGM must also be received by no later than **2pm Friday 5th January 2018** using the form on the newsletter.

Exciting New developments in Branch Branch Project Officer posts

The Branch is excited about this new development of employing Project Officers to liaise with local employers who have little or no union recognition agreements.



Jack Spooner and Richard Honeyman will be talking to staff and management about the advantages of union recognition and will be visiting work places across community groups, academies and the voluntary and private sector. They will be promoting workers' rights and the value of having a supported work force. Our Project Officers look forward to meeting with staff and managers during the coming months.

The Branch has lately invested in a modern internet based VOIP telephone service to ensure your calls are answered other than at our main office - New number below. To better suit the needs of our members who work shifts our phone line will be open until 7pm on Tuesdays.



Keep your library local, have your say!



As you may already know six libraries across our region are under threat of closure and in some places replacement with an ‘independent volunteer led library’ instead, the intended aim of which is to save £x. Your local Branch together with keen local supporters have been campaigning against the closure and the damage to community, loss of utility and impact on jobs this could have. As part of their consultation the Council are asking for your views on their draft Strategy for East Sussex libraries over the next five years. The consultation runs for 12 weeks, from 21 September to 14 December 2017. You can give your opinion online by visiting www.eastsussex.gov.uk/librarystrategy

What would an independent volunteer led library offer Pevensey Bay?

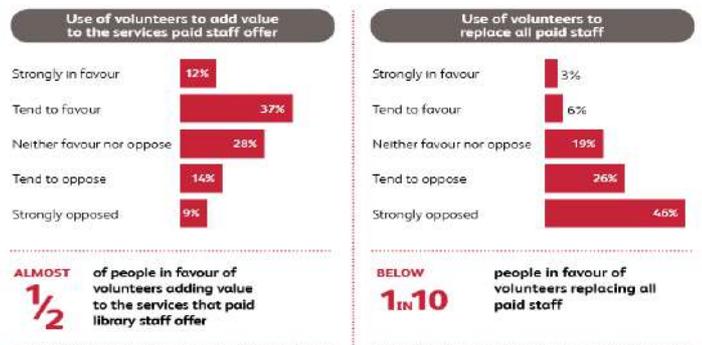
by Margaret Martin UNISON member and supporter of www.friendsofpevenseybaylibrary.org

This is one of the options being suggested by the county council. People often conjure up in their heads an army of available, willing, amiable volunteers taking out the cards from the pockets inside book covers, placing them in a little cardboard envelope then to be placed in a wooden index box on the library desk.

Do we really want our library to go back to the 1960s, when all you could access were the books on the shelf and if you were talking you were shushed? No, we want a library fit for the 21st century offering us access to the entire county council stock and beyond. We want to keep library staff able to point us towards items that will interest us, help us with quickly accessing information that we want through the libraries digital resources, assist us with displays on local history.

Unlike bookshelves which may not have changed in appearance much since the 1960s, the electronic catalogue and IT systems that characterise modern libraries are invisible. These networked systems have advanced local library services by giving access not only to all other libraries in the county as well as

the county store, but libraries nationwide. We also get the added benefit of regular electronic reminders to renew books; newsletters about what’s happening in other libraries in our locality; and modern computers in the library that assemble useful information in an easily accessible fashion. Now here’s the problem, even if you think morally it is OK for well-meaning volunteers to take the jobs of local library staff and be trained by them, do library users really want local people some of whom they may not get on with behind the library desk accessing not only their personal details but their reading histories? National and local research shows, not surprisingly that this option of volunteer led libraries is not what the public wants (1).



Local libraries are a key means for people to access books on sensitive issues. They contain books which offer help on physical and mental health, LGBT authors, curiosity about political history etc. We would not accept local volunteers having access to our electronic health records in GP’s surgeries, so neither is it acceptable for them to have access to member’s reading records.

This issue of trust in the library staff is even more important in small outlying communities, where everyone tends to know one another and gossip is rife and sometimes unpleasant.

As one local MP recently stated, “Sometimes government knows the cost of everything but the value of nothing.”

Discussions are ongoing on options for keeping local libraries open, but neither of the options currently offered by the county offer any future resources to help this happen, despite all the different models of community libraries in the country which benefit from county councils’ support and are therefore able to remain part of statutory provision.

Footnote: (1) <https://www.carnegieuktrust.org.uk/carnegieuktrust/wp-content/uploads/sites/64/2017/04/England-Shining-a-Light.pdf>

What is a 'Sustainable Transformation Plan' anyway?

By Simon Hogg

– Branch Support Officer ESAB.

According to the Government STPs are place-based, multi-year plans built around the needs of local populations, showing how local services will evolve and become sustainable over the next five years – ultimately delivering the Five Year Forward View vision.



It's been said that STPs were the intended solution to the permanent gap in funding of £22bn created by the government following the predicted £30bn needed to maintain NHS services and its offer of only 8bn. The massive cut was mostly likely a result of bank failures in 2008, when Gordon Brown commissioned management analysts McKinsey to identify possible NHS spending reductions. In 2009 McKinsey recommended:

"The NHS in England could potentially capture efficiencies in health and healthcare services by between 15 and 22% of current spend, or £13 – 20bn, over the next 3-5 years."

- STPs were adopted last year in each of 44 areas covering England.
- Combined, the plans seek to **cut annual NHS spending by £22bn, by 2020/21 and achieve the FYFV (Five Year Forward View).**
- Many of the STPs include plans for how they'll merge services in areas such as pathology or corporate and administrative work.
- **Many STPs are written or structured in a way that can make it hard to work out the most pressing issues for local staff and the services they provide.**
- Many of the plans include references to the need for a "flexible" workforce. Many health and care staff already demonstrate considerable flexibility in the way they work so in theory this should not be a problem.

Managing efficiency by maximising cost effective care and use of resources will always be a priority for the NHS. As one NHS procurement manager commented, 'trying to achieve change in an

organisation as large as the NHS is like trying to turn around the Titanic'. However, it remains to be seen how the incorporation of USA private insurance modelled 'Accountable Care Organisations' brought in to cope with a deliberate under funding will result in better patient care and proper and sustainable pay and conditions for NHS staff. The Kings Fund report that NHS is struggling to cope with record demand and social care services are stretched to the limit, impacting on doctors, nurses and patient care. In just six years nurses' salaries have plummeted in real terms by 14%, while rent, utilities and food have risen rapidly. The Royal College of Nurses say staff are under constant stress and burn out levels are high.

"No Extra Money For NHS"

the guardian

10 October 2016



UNISON says:

Any major reorganisation is bound to impact the shape of the workforce and staff terms and conditions.

STPs key aims include service reconfigurations and system changes. But if the saving can't be achieved through greater integration will savings may need to be found through cuts to services or to staff pay, terms and conditions.

UNISON want proper staff and trade union engagement in the development of the plans, along with reassurances from the government around security of employment and pay, terms and conditions.

(southeast.unison.org.uk/campaigns/stps)



Visit our website for a link to UNISON's STP Prezi

Stand Up For East Sussex

ESAB is supporting the campaign and petition to the Prime Minister which calls for an urgent re-think about the resources it gives to East Sussex and the real difficulties that cuts in funding mean for many people who live here.



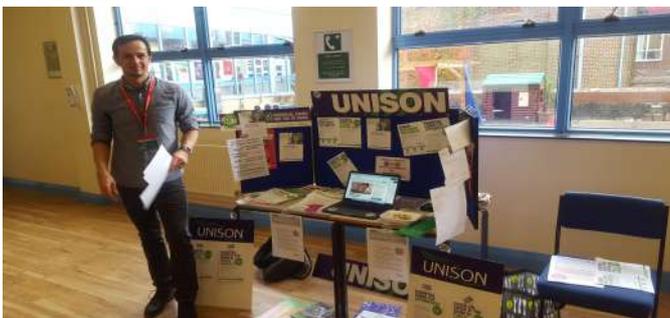
East Sussex has made savings of £112 million since the start of the decade. That would have been enough to pay for the annual care of 5,600 vulnerable people or to fix 2 million potholes.

If you live or work in the county, **Stand Up for East Sussex** by signing the ESCC petition online at www.eastsussex.gov.uk

Anti-bullying week at Sussex Downs College

By Simon Hogg – Branch Support Officer

This month our Branch Support Officer Simon Hogg and Convenor for Schools and Colleges Colin Blackman attended the college to raise the profile of work place bullying and offer advice to staff and students.



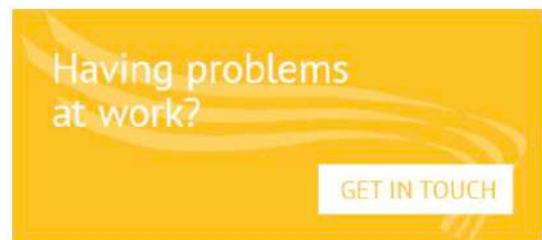
Bullying in the workplace is an age-old problem and most recently a damning report on South East Coast Ambulance Service (Secamb) revealed a culture of bullying and harassment, citing concerns over "toxic" atmospheres, sexual grooming and a fear of speaking out. Claims emerged in February this year and the trust commissioned a review that revealed about half of the workforce surveyed had experienced bullying in the past year. Managers were more likely to be responsible for the bullying behaviour with reports of 'militaristic' leadership and staff being "punished" for sickness.

Multifaceted problem:

Bullying at work can take a great many forms and has a significant detrimental effect on performance and morale. In August 2015 Slater and Gordon commissioned a survey of 2,000 workers and found that almost six in 10 workers have either experienced or witnessed bullying at work. The nature of the bullying included intimidation, humiliation in front of colleagues and being excluded from social events. Almost a quarter reported a manager or colleague raising their voice, and one in 20 had had things thrown at them

A later 2015 survey carried out by YouGov for the TUC revealed that nearly a third of people (29%) are bullied at work and women are more likely to be victims than men. Around one in five (22%) reported having to take time off for being bullied.

You can fight bullying and harassment when it happens by reporting it to your manager or further up your hierarchy if your manager is the bully. You can also tell your UNISON rep or visit our website and click on the yellow button, try it here by clicking above!



End the Public Sector Pay Cap

For years now, public service workers have seen their pay held back by government in the name of austerity. First a freeze then a cap saw public sector pay rise by just 4.4% between 2010 and 2016 while the cost of living rose by 22%. Read more [here](#) and please sign the petition:

petition.parliament.uk/petitions/200032

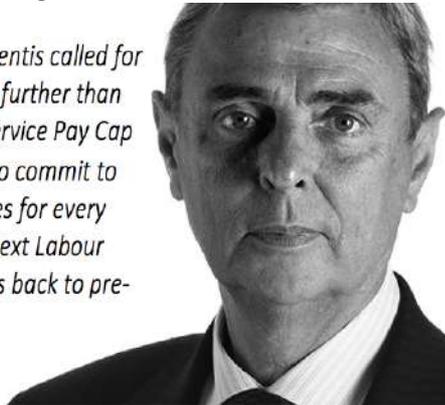
September Labour Conference,

- the compassionate direction of the party unified and agreed. *By Christine Parsons – Labour Link Officer*

I attended The Labour Conference this year as a delegate for my Constituency Labour Party in Eastbourne. My impression was that the differences of opinion within the party have quickly turned into unity, based in common beliefs and goals that were outlined in the [Labour Party’s June election manifesto](#).

Ideas that were previously contentious such as nationalisation of the railways now have strong support from all sections of the party. The Union leaders that addressed the conference including Dave Prentis also demonstrated a strong alignment with party policy and the determination of the party to restore worker’s rights.

Unison Leader Dave Prentis called for the Labour Party to go further than scrapping the Public Service Pay Cap in his speech but to also commit to above inflation pay rises for every single year under the next Labour government until pay is back to pre-Tory austerity levels.



The conference gave full support to Unison motion for real pay rises, year on year, for all public sector workers. Dave Prentis has also praised in his blog the Labour Party’s commitment to stopping the PFI program and cancelling all existing PFI contracts something he has been campaigning on for 15 years.

The speeches of Ian Lavery, Labour Party Chair and Ian McNichol Chair of NEC and Tom Watson Deputy Leader were accepting of the shift to a new socialism and the role of Momentum as a grassroots campaigning body within the Labour Party.



Ian Lavery

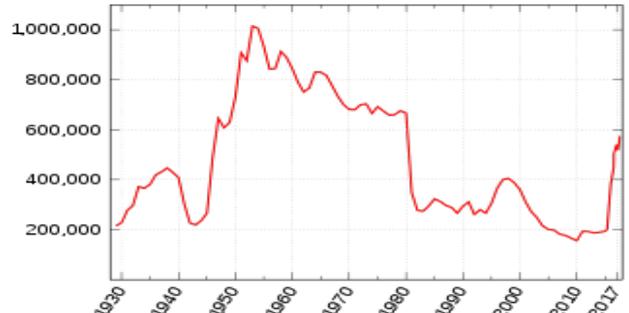


Ian McNichol



Tom Watson

Ian Lavery praised the increased membership of 570000 and the ‘clean’ money that was raised for the GE campaign and commented on the unprecedented support and atmosphere of change within Labour Party politics.



[A graph showing Labour Party individual membership, excluding affiliated members and supporters, 1928 to July 2017]

Ian McNichol paid tribute to Jeremy Corbyn stating that the party under his leadership had outperformed expectations at the GE with a net gain of 30 seats and giving the Labour party the highest proportion of female MPs, black MPs and disabled MPs than any other party at any time in history. Tom Watson said that Jeremy Corbyn’s campaign has shown that we should not be like the Tories and use fearmongering but instead to not be afraid to campaign on issues that involve love and compassion and to stand up for those principles. Whilst there was praise and admiration for the Corbyn campaign, this was not a conference of adulation of a single person but a conference where the compassionate direction of the party was recognised and agreed.

A personal highlight of the conference was the choice of international speaker. Naomi Klein gave a brilliant speech that reflected the need for a global change and understanding of the connection between current ecological disasters and our harmful impact on the planet. She made direct links between global economic policy going way back in history to today’s current issues and crises and called for continued growth of people power to overthrow the tyranny of greed.



Changes to Grievances and Disciplinarys *By Amanda Parks – Chairperson*

Disappointing news – despite the Branch asking Councillors to reject management proposals to remove Councillors as the final decision makers at the appeal stage of Grievances and disciplinarys, and after having written a full report with our reasons and attended the Lead Member meeting, the lead Conservative Group decided to override everyone’s concerns, including Labour and Lib Dem Councillors. I feel that our case was weakened by GMB not objecting, but we did see some minor amendments as a result of our report. We will monitor the situation carefully.

All Members Meetings held in September 2017
Building campaigns around your issues and CONCERNS *By Christine Parsons – Communications Officer*



(look out for posters like this one placed on your union notice board in September)

We held 4 all members meetings in September where members were invited to come and share their workplace concerns. We hope to hold further meetings on specific topics in the future, please contact **Christine Parsons 07875704963** if you have a particular campaign you would like to develop with Unison Branch support. The requests, questions and observations that came up at the meetings held are as follows;

1. Message all members with a link to ESAB site. Create a ‘have you got a question’ button on the website.

2. Make it clear on ESAB site ‘who are your reps?’
3. Retired members section has been asked to support certain Branch initiatives, they could respond more effectively if they could draw in more members by having a regular update of the office list of retired members.
4. Might we return to having taster days for recruiting new members and inviting them to meet ESAB committee members/activists/ reps/conveners etc.
5. On NHS – STPs – Better Together
 - Simon Hogg delivered an excellent presentation on research he had done regarding Sustainability Transformation Plans (STPs) and our Local STP - Better Together.
 - Observation, fear we are being sold the changes to NHS and Adult Social Care (ASC) with the buzz words of integration but the truth is the changes are more to do with efficiency savings than better care.
 - Fear that in ‘Accountable Care’ model – US Model – medical and care arrangements are subject to the insurance market. If outcome objectives are not met with the care be provided?
 - How many counties are rolling out their STP plan as quickly as the South East Region Better together plan – What stage are they at?
 - One person stated that some people within ASC may be apathetic because they don’t believe that there is any recourse to stop the changes taking place. They may believe that because there is a ‘Care Act’ that there is a governmental duty to provide care and therefore their jobs will always be required and will be safe the TUPE will just be a transfer to a different employer.
 - It was also raised as a concern that although assurances have been given that there will be no redundancies when the mass migration of employees from ASC in local government to NHS employers happens it is not clear how long the pay and conditions and roles and responsibilities of those that are transferred will be maintained at the same levels as they currently receive.

BRANCH ROLES

<p>CHAIRPERSON</p> <p>Advise the Branch officers and Branch committee in respect of matters relating to procedure and interpretation of rules. To preside at all meetings of the Branch and Branch committee in accordance with UNISON rules and guidance.</p>	<p>BRANCH SECRETARY</p> <p>The Branch secretary is responsible to ensure the smooth management of the Branch in line with the Branch developmental plans. To manage staff and ensure that all procedures are properly followed and authorized and to encourage participation of all members.</p>	<p>TREASURER</p> <p>To approval and make payments of Branch expenditure, in accordance with UNISON financial regulations. To carry out monthly reconciliation of accounts.</p>
<p>CONVENORS</p> <p>Convenors for Central, Children's Services, Adult Services, Schools FE Colleges and private/voluntary sector. To be elected as a Convenor or Senior Steward, you must be a steward already and you are elected from the steward group only. You are automatically members of the Branch Committee. To support, recruit and mentor stewards within their service area. To organise regular meetings with stewards.</p>	<p>RETIRED MEMBERS' SECRETARY</p> <p>Note that this position is elected by Retired Members. To encourage the participation of retired members in Branch activities as appropriate. To be a Branch retired members' secretary, you must be eligible for retired membership under Rule C2. 6. 1, unison.org.uk/acrobat/15817.pdf.</p>	<p>HEALTH & SAFETY OFFICER</p> <p>To increase the awareness of members, health and safety representatives and Branch officers of health & safety issues. To act as a link between the health and safety representatives and other Branch representatives to ensure that health & safety issues are treated as an integral part of the work of the Branch</p>
<p>WELFARE OFFICER</p> <p>To promote UNISON Welfare and its range of services.</p>	<p>COMMUNICATIONS OFFICER</p> <p>To provide the information to members and help create a positive image.</p>	<p>INTERNATIONAL OFFICER</p> <p>To co-ordinate the Branch's work on international relations.</p>
<p>EQUALITY CO-ORDINATOR(S)</p> <p>To make sure "equal opportunities" is being raised and addressed</p>	<p>LIFELONG LEARNING CO-ORDINATOR</p> <p>To promote UNISON as a provider of training opportunities and to endorse 'lifelong learning'.</p>	<p>EDUCATION CO-ORDINATOR</p> <p>Ensuring the necessary training programme for the Branch.</p>
<p>LABOUR LINK OFFICER</p> <p>Note that the post holder must pay to the Affiliated Political Fund and be an individual member of the Labour Party. To develop the role of the UNISON Labour Link within the Branch and ensure that correct procedures are followed regarding the rights of Labour Link levy payers</p>	<p>YOUNG MEMBERS' OFFICER</p> <p>Note young members' officer must be under 27 years of age for the whole of their term of office. To recruit new members and to encourage existing young members to become active in the Branch.</p>	<p>MEMBERSHIP CO-ORDINATOR</p> <p>To monitor the Branch membership and to make recommendations to the committee</p>

All of the roles listed above are in line with the UNISON Code of Good Branch Practice and further descriptions are available from the ESAB office esab@btconnect.com

Please note – All facility time is negotiated yearly dependent upon requirements of the Branch development plan.

There are other ways to get involved in the Union

Why not get involved in Self Organised Groups (SOGs)?

Equality and challenging discrimination are at the core of UNISON's strategy. Self-organisation is the key to promoting equality and helping the union develop policies that will challenge discrimination wherever it is found.

In the South East Region there are five SOGs:

**LGBT members
(Lesbian, gay, bisexual and transgender)**

Contact Ron Harley –
r.harley@unison.co.uk

Black Members

Contact Sam Wines –
s.wines@unison.co.uk

Women members

Contact Fiona Roberts –
f.roberts@unison.co.uk

Disabled Members

Contact Suzanne Tipping –
s.tipping@unison.co.uk

Young members

Contact Jenny Mason –
j.mason@unison.co.uk

If members are interested in attending/getting involved they should always email UNISON directly for more information (s.region@unison.co.uk).

We also have an active Retired Members section if you are due to leave work soon or are retired and interested in finding out more please contact the Branch office who will put you in touch with our Retired Members Secretaries Eddie Collicot and Ruby Cox.

Join UNISON – essential cover if you work in public services

1 Tell us about you

Title First name

Surname/family name Date of birth

Home address

Postcode

email

Phone number (please indicate if home, work or mobile) National Insurance number (from your payslip)

Please give your ethnic origin: (tick one box)

Bangladeshi Pakistani Black African Black UK White UK
 Chinese Asian UK Black Black other Irish
 Indian Asian other Caribbean White other

2 Tell us about your job

Employer's name

Your job title/occupation

Workplace name and address

Postcode

Payroll number (from your payslip)

3 What you will pay each month

Please tick the appropriate box for your earnings before deductions.

Annual pay	Your subscription
Up to £2,000	£1.30
£2,001–£5,000	£3.50
£5,001–£8,000	£5.30
£8,001–£11,000	£6.60
£11,001–£14,000	£7.85
£14,001–£17,000	£9.70
£17,001–£20,000	£11.50
£20,001–£25,000	£14.00
£25,001–£30,000	£17.25
£30,001–£35,000	£20.30
over £35,000	£22.50

4 Choose your political fund

One of the ways UNISON works on your behalf is through political campaigning. Your subscription includes a political fund payment so you won't pay any extra, but in UNISON you choose how you want that money to be used.

Please tick one box only.

Our Affiliated Political Fund takes UNISON members' views directly into the Labour Party, working to promote UNISON policies.

The General Political Fund is used to pay for branch, regional and national campaigns but is independent of any political party.

5 Choose how you wish to pay Please tick ONE box only

EITHER deduct from salary:

I wish to join UNISON and authorise deduction of subscriptions from my pay by my employer.

Signature

OR pay by direct debit:

OR pay by direct debit: please complete the direct debit form below

I wish to join UNISON and authorise deduction of subscriptions by direct debit

Date

Please go to unison.org.uk/privacy-policy to see how we will protect and use your personal information

Instruction to your bank or building society to pay by Direct Debit

Please fill in the form and send to UNISON, 130 Euston Road London NW1 2AY

Name and full postal address of your bank or building society

To: The Manager Bank/building society

Address

Postcode

Name(s) of Account holder(s)

Bank/building society account number

Branch sort code

Service User Number **9 7 0 0 5 0**

Reference number (for office use only do not complete)

Please pay UNISON Direct Debits from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with UNISON and, if so, details will be passed electronically to my bank/building society.

Signature(s)

Date

Banks and building societies may not accept Direct Debit instructions for some types of account

[please send your completed form to the Branch office address in the footer below]

To help us spend more of your subscription fees on helping members rather than expensive postage, please provide us with your email address by logging in and updating your details:

www.unison.org.uk/my-unison/

Branch office: ESAB, 21a High Street, Heathfield, TN21 8LU – TEL: 01435 817388 – E: esab@btconnect.com

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