

Newspaper of UNISON Bro Morgannwg Health Branch, Summer 2007. Free to members

UNISON leads fight to keep the wards clean

Read about the strike at Neath/Port Talbot hospital – centre pages



UNISON rejects 1.9% pay insult Cough up, Gordon!

I know Gordon's hoping to move soon but tell me why health workers should pay for his new curtains?



October 13 Demonstration

Make a note in your diary: UNISON is leading the charge in defence of the NHS, and calling for a national demonstration on October 13. Much more information to follow. We will keep you posted.

Branch Update on your pay claim 2007

Hugh MC DYER
Branch Secretary

At this year's Unison Health Conference it was unanimously agreed to reject the staged 2.5% pay offer to NHS staff from the Pay Review Body, which in Wales, England and Northern Ireland effectively amounts to a value of



Brown: ordered staged pay deal

just 1.9% over the year. Conspicuously in Scotland

staff have been offered the 2.5% in full.

The Conference motion unanimously carried instructed UNISON National Negotiators to reject 2.5% – in whatever form – as an attempt by the government to cut and limit public sector pay in the NHS. Even the full so-called 'increase' of 2.5% is well below (RPI) Retail Price Index, running at around 4.8%, and the (CPI) Consumer Price Index.

We are all facing increases including energy costs, council tax and travel costs, meaning that health workers would see no financial benefit. Instead it would repre-

sent a pay cut for the majority of our members, with the biggest hardship falling on the lowest paid sector.

Health Workers are angered that (PNC) Pay Negotiating Council Members have also been offered an identical staged offer and to date talks at improving this for PNC workers in England and Wales have proved useless, with employers not being fit to respond appropriately to our claims.

We have asked our negotiators to reaffirm the joint staff side claim to seek

* a significant percentage rise above the rate of inflation. (RPI).

* the abolition of Band One with bottom loaded increases in bands two and three or flat rate increases for band 1, 2 and 3 if band one is not abolished

* other pay related terms and conditions detailed in the claim.

If the government/employers' refuse to negotiate, or refuse to make an improved offer within a reasonable period, to paid in full and back dated to April 1st 2007, our Health Service group executive will seek a ballot of UNISON members, with a recommendation to vote for industrial action up to and including Strike action.

Come on Gordon, dig deep!

INSIDE

Thanks, Wendy!

Our branch Secretary for 20 years retires – see page 2



Welcome Carolyn!

A new branch administrator takes office – page 4

A4C Update

– from new Branch Secretary Hugh McDyer – page 3



UNISON's best-kept secret – page 7

Mufti allowance: a new deal. What do you think? – page 5

Has anybody been acting up?

Chefs at PoWH have put a grievance in against tight fisted trust bosses.

They argued that they had to go to the trust board to seek permission to pay short term 'acting up' payments, due to their interpretation of the A4C agreement.

They were fortunate that willing staff kept the catering service going, despite not getting paid for short term acting up.

Eventually we got an agreement – but even then trust Scrooges refused to pay out back pay for any of the acting up shifts already carried out

The grievance rolls on!

Some are more equal than others

Our branch has the highest number in Wales of claims for equal pay for work of equal value, with 50-60 cases ranging from nursing staff to cleaners and Health Care Assistants.

A recent seminar set up by the Regional Health Group was mind-boggling in its implications.

After 20 years, Wendy Ferris retires as Branch Secretary

Thanks, Wendy!



After a long and distinguished career in the union lasting over 35 years, our long-standing Branch Secretary Wendy Ferris has bowed out, and taken retirement.

Wendy's union cv includes a stint as Chair of NUPE's Wales Divisional Council before the UNISON merger, and over 20 years as branch secretary, as well as spells on UNISON's National Executive Committee and the General Council of the Wales TUC.

She is keen to share the credit for her continual success in building union strength over the years:

"I have been amongst a splendid team that has built up the branch," she says.

"When I first became a branch secretary it was in the NUPE Bridgend Health branch with just 400 members. Then we merged with other local NUPE branches, growing to 700 and then 1,100 members," she says.

"Then we had the UNISON merger which brought a big increase in membership. The latest figures show 3,100 members, more than 50% of the Trust's workforce.

"I pride myself on the fact that all through my time we never saw a drop in membership – so woe betide this new lot taking over if I find they have let the numbers slip backwards!"

Regional officers have suggested they are not satisfied

with the membership numbers and would like to see more, but Wendy points out:

"I have always been aware that the regional officers are paid officials of the union, but our people here on the branch are all unpaid volunteers – and they have been working their socks off.

"Our officers, stewards and reps get calls at all times of the day and night – even when they sit down on a tea break they find people coming up to raise issues with them.

"I am really proud of the way our branch members have conducted themselves with the UNISON merger: other branches have seen bitterness, rivalry and divisions between the three component unions, NUPE, NALGO and COHSE, and faced real difficulties."

At this point Wendy's successor as Branch Secretary Hugh McDyer interjects to point out that Wendy herself was the key to ensuring the smoothest possible merger process, working openly and creating a cooperative framework.

"She has a real natural warmth that makes it easy for her to get on with people – and that includes many of the Filipino and Spanish nurses and others who have needed special support and will miss her when she goes."

Wendy is equally complimentary, as she insists:

"I pride myself on the fact that all through my time we never saw a drop in membership – so woe betide this new lot taking over if I find they have let the numbers slip backwards!"

"I think I am leaving the branch in good shape, and leaving it to the best possible team to run it."

She recalls some of the changes that have taken place over her period as secretary:

"I was looking at some of the old branch minutes, and saw one set, I think it was 1989, where the branch was under pressure to agree to the Trust opening 3 private beds, under the threat that if we said no, it would mean they would impose competitive tendering on ancillary services. Now it's all changed. They have even opened a private clinic at Princess of Wales."

Wendy has announced that she will remain an "active retired member", and Hugh jokes that she will still hold a bleep for branch officers seeking her help.

She has a backlog of gar-

dening to catch up on, and plans holidays in Croatia in the autumn and a winter holiday, too.

Even her winter holidays have their roots in Wendy's long and productive work for UNISON. Ten years or so ago she entered a competition based on recruitment – and won £5,000 in vouchers from the union's travel agents Harry Weeks.

The branch wishes Wendy all the very best in a well-deserved retirement, and looks forward to seeing her at social events and whenever she wants to come in and help out at the union office.

She is a tough act to follow, and the branch is keen to keep up the pattern of growth which Wendy was able to set up: anyone who is not yet a member of UNISON is strongly encouraged to sign up now – simply fill in the form on the back page.



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Spare a thought for Trust payroll staff

However frustrated we may be at the pace of implementing Agenda for Change, it was not the fault of payroll staff that their managers massively underestimated the workload involved in assimilating staff the new pay bands at the same time as setting up the new Electronic Staff Record (ESR).

Our trust has just 40 or so payroll staff to cover everything from wages through pensions, lease cars and expenses payments.

It is a huge workload. Branch secretary Hugh McDyer said:

"We had arranged to meet the staff, but the Chief Executive got in there first. Feelings are running high as a result of problems with the ESR, the scale of the task sorting out A4C arrears and

assimilations, and the fact that there has been no cover for payroll staff on training to carry out the new schemes.

"It's some relief that the implementation of the new system on unsocial hours has been postponed to next April rather than running this autumn.

"But when you start to get annoyed at hold-ups in payroll, please remember these people are workers like you.

"It's not easy for them bearing the brunt of frustration and anger from staff and management alike."

Management are keen to avoid disputes in such a sensitive area, and have drawn up an action plan to tackle some of the problems.

UNISON will keep a watchful eye and keep you posted on any issues of concern.

UNISON will still ballot on unsocial hours

Hugh Mc Dyer, Branch Secretary

As part of the new Agenda for Change pay terms and conditions NHS staff will have a new system of unsocial hours payments.

This will replace the former Whitley unsocial hours payments which are currently applicable to staff as part of the Interim regime agreement within the current A4C terms and conditions handbook.

Why do we need a new unsocial hours system?

We have to replace the old system of unsocial hours payments as it does not comply with the equal pay for work of equal value legislation so we need a new system that complies with this law.

What are the measures we need to consider?

- measures to ensure that staff, particularly in Bands 2 and 3 do not require new pay protection

- measures to ensure staff working unsocial hours do not suffer a drop in earnings when moving up pay bands

- rotating and alternating shift premia

- impact on ambulance trusts

- impact on early imple-



Hugh McDyer

menter trust still using the agenda for change prototype

- sleeping-in

- identifying typical rotas for worked examples

The majority of the above work has already taken place and "testing" of the new proposals has been carried out and information from branches and trusts factored in to the final draft proposals which will predominantly be based around the nurses and midwives current unsocial hours.

When will this be implemented?

The new system will be implemented only when our negotiators feel it is right for UNISON members. This is why

there have been delays, to make sure that we get the new system fit for purpose for everyone, in line with past union conference policy and decisions.

The latest news we have is that there has been further slippage in the implementation date to April 2008 and we await further advice.

What consultation arrangements will there be?

There will national, regional and local consultation with all members so that everybody will have the opportunity to understand what the new system will mean for them, and how it will be implemented in their particular pay band.

There will be local joint briefings for all staff to explain the final proposals and to take feedback.

Is Unison balloting its members on the new proposals?

Yes all UNISON members will have a vote on whether they wish to accept or reject any new unsocial hours proposals.

Want to know more?

Then please visit www.unison.org.uk if you have internet access, or contact any of the branch offices: we will be happy to supply you with more detailed information.



Agenda for Change update:

The long and winding road ...

Hugh Mc Dyer, Branch Sec

Trust managers may try to give the impression that the whole process of implementing Agenda for Change is nearly done and dusted, but many UNISON members are still angry and disappointed that their problems have not yet been addressed.

The main sectors to suffer have been admin and clerical staff, and ... managers. Some of the issues that have arisen with these groups of staff have required national level action, but unfortunately the Welsh Assembly has been less than dynamic on this general topic, offering no strong or decisive leadership.

Nationally there has still been no agreement on wage drift, so we see people getting job matched, and then getting an increment which pushes them above the A4C pay band, denying them the right to protection.

We estimate that on grade drift alone around 100 staff are losing out across the Trust – with the amounts involved ranging from as little as £60 to as much as £2,000. We have

asked for details on all the staff affected.

There has also been a problem with "leapfrogging", mainly affecting nursing staff, all the way from support staff through to higher grades.

The highest numbers of staff on protection are Admin & Clerical, and UNISON has set up an A&E regional liaison group to take the issues forward.

Unfortunately on this issue the partnership forum is not so useful, since most other health unions have different issues from us: there are not many problems facing nursing staff, for example. This has left UNISON, as the only union for all health workers, to make all the running.

We have been trying to identify where A&C grade 3s have been put on to A4C Band 2, although mainly at the top of that band. That is an anomaly, based on the lack of an adequate national profile for this type of job.

We are concerned that consistency and consistency checking have been very poor – and this Trust is no exception.

However there are not a large

number of A4C reviews outstanding, but we did leave the biggest directorate to last, so there may still be a few more to come. A small percentage of matching issues are coming to reviews, and broadly speaking we have had positive results.

If we look at the whole picture, we have to say that this is a brand new system, and compared with other Job Evaluation schemes it seems fairly robust. Many ancillary and other staff have done very well from it, and we have more holidays, too – just no time to take them!

I don't think any Trust did anything much to deal with the shorter working week or increased levels of annual leave, both of which raise resource issues.

Unlike those other unions which voted to accept it unamended, UNISON is the only union that took up the problems with A4C and sorted it out. We even succeeded in lobbying through Brian Gibbons in the Welsh Assembly for contracted out staff to be paid on A4C scales: and we are still pressing for that to be backdated to October 2004.

Unsocial hours

When the Agenda for Change agreement was first sent out for discussion, one of the elements that caused the most controversy was the radical plan to reshape payments for unsocial hours.

These faced such strong opposition from many different sectors of staff that in the event the proposals were withdrawn, with the previous Whitley provisions remaining in place pending a review.

In addition UNISON gave members a guarantee that any revised formula would be put to a membership ballot before it was accepted.

One result of this compromise has been that staff on the same A4C pay band have been receiving different payments for working the same unsocial hours.



So now, after years of negotiation, the unions and management have finally published new proposals for a staged move over two and a half years from October 2007.

It seems as if ancillary staff on Band 1 will remain unchanged, while those on Bands 2,3 and 4 will get less – while nursing auxiliaries and health care support staff get more.

The new system will also mean that anyone working unsocial hours who may face a possible pay cut if promoted to the next pay band will now have to be promoted to an increment which ensures they come out with a net increase.

One of the current schemes

*Weekdays 8 pm-6 am:	Time plus 20%
Nights 10pm-6 am:	Time plus 33%
Saturdays 12am-12am:	Time plus 50%
Sundays/Public Holidays 12am-12am:	Time plus 100%
Shift payments	
Rotating Shifts - Ancillary	£969 p.a.
Maintenance	56 pence per hour
Alternating Shifts - Ancillary	£567 p.a.
Maintenance	34 pence per hour
N.B. Shift payments are added to basic pay. Unsocial hours payments are calculated on basic pay (including shift pay)	
* not payable to those receiving rotating, alternating or night allowance	

The new proposals

Band	Mon-Fri 8pm-6am Saturday 12am-12am	Sunday & Public Holidays 12am-12am
1	Time + 50%	Time + 100%
2	Time + 44%	Time + 88%
3	Time + 37%	Time + 74%
4 - 9	Time + 30%	Time + 60%

Table 2 Proposed enhancements

Year	Band	Week day 8pm – 6am, anytime on Saturday	Anytime on Sundays and Public holidays
1 st Oct 2007	2	Time plus 50%	Time plus 100%
	3	Time plus 50%	Time plus 100%
1 st April 2008	2	Time plus 48%	Time plus 96%
	3	Time plus 46%	Time plus 92%
1 st April 2009	2	Time plus 46%	Time plus 92%
	3	Time plus 42%	Time plus 84%

Table 3 For ancillary, craft, admin & clerical groups

Year	Band	Week day 8pm – 6am, anytime on Saturday	Anytime on Sundays and Public holidays
1 st Oct 2007	2	Time plus 39%	Time plus 78%
	3	Time plus 35%	Time plus 70%
1 st April 2008	2	Time plus 42%	Time plus 84%
	3	Time plus 36%	Time plus 72%
1 st April 2009	2	Time plus 43%	Time plus 86%
	3	Time plus 37%	Time plus 74%

Table 4 For Nurses & Midwives, PTA



We need YOU!

Have you ever thought about getting more involved in your Union? If you have, we can guarantee that we won't throw you in at the deep end. We'll only ask you to do as much as you're prepared to take on. Although we're always on the look out for new stewards and health and safety reps there are plenty of other ways that you can get involved. If you are interested please don't hesitate. Just a tick a box or two on this slip and send it back to us. Go on, you know it makes sense!



I'm interested in getting more involved in UNISON and would like more information on the following:

Shop Steward

Health and Safety Rep

Workplace contact

Black Members Rep

Gay and Lesbian Rep

Welfare Committee

Social Committee

Name

Department

Phone/Extension/Address

.....

Please return to: UNISON Office, Princess of Wales Hospital, Coity Rd, Bridgend, CF31 1RQ



Our new branch administrator

Carolyn says she is liking the job already!

Carolyn Lewis has just taken over as our new Branch Administrator. She will be based at the Princess of Wales union office, which will be open daily from 9.30-1.30.

We took the chance to get her to talk a little about herself.

"I started on May 14, but I am no stranger. I have been working for the Trust for over ten years, most recently as an outpatient coordinator in Mental Health.

"I already knew a lot about UNISON, but I am learning lots more: one of my main jobs here will be to maintain the branch's database of its membership. I am beginning to get my head round some new issues.

"From the outside you don't realise quite how much goes on. I can see now why some people on both sides get a bit frustrated when it seems that we take a long time to do things that seem quite simple.

"But UNISON has been fab for me when I needed things done. Now I can see it from the inside and help others. I'm liking it already: my husband says I have been coming home grinning like a Cheshire Cat."

Having worked in the Trust and dealt with confidential issues, Carolyn is familiar with the need to respect members' privacy, and she is not shocked by much.

"We do need to deal with members facing hardship

and difficult circumstances, and sometimes personal problems, which can come as a surprise."

As we were concluding the brief interview, Carolyn revealed that as well as looking after her husband and daughter she has an unusual hobby – showing and judging pedigree dogs.

"I breed border terriers, and go to Crufts every year. And I judge in dog shows around the UK. I am hoping for an appointment to judge a show in the USA."

Carolyn says that she married into the showing of dogs:

"I used to work with gun

"UNISON has been fab for me when I needed things done. Now I can see it from the inside and help others."

dogs, but never wanted to show them. But now I work on the dogs with my mother in law."

The branch welcomes Carolyn, who will be a big asset to the administrative work, and we will keep you posted on her showing career.



What uniform not to wear...

PoWH Dining Room gets the full Trinny & Susannah treatment

It all started with a bright idea from senior dining room supervisor Barbara McCarthy at Princess of Wales Hospital – who spotted on the web or on the news that fashion supremos Trinny & Susannah were looking for people who wore uniforms but did not like them.

She suggested the PoW dining room staff would be a good example – and the next thing that happened was a big night out in which catering assistants were bought drinks and asked questions by a team of eager TV researchers keen to get the basic information to frame a programme.

This was followed up by researchers coming in to work for a day with the staff, and showing themselves surprised at how much they had to do, and the variety of the tasks to be covered.

After this, Trinny and Susannah themselves came in for the day, and worked as catering assistants, with the cameras filming them for broadcast. The dining room has never been so busy.

But pride was maintained, and standards were upheld – Trinny and Susannah were told off for stealing chips from the counter!

They have now gone away promising to return with some options for designs, something that will both look good and also be serviceable.

UNISON and the Trust were keen to support the project – with the strict proviso that the resulting programme should not ridicule staff.

From the experience so far it seems that everyone stands to benefit from this obviously popular programme idea.



Partnership pays off in improved staff training

Training and education have benefited from a highly successful partnership involving our UNISON Branch, the Bro Morgannwg Trust, Bridgend and Neath/Port Talbot councils, and Neath/Port Talbot Hospital PFI contractors Keir.

The scheme is organised through the Wales TUC and its union learning fund, and is set to expand with the involvement of Swansea Council and Swansea Health UNISON.

Together the partner organisations have opened up a big expansion in basic skills training and helped

reps to take the process forward at workplace level.

Courses have been running offering basic computer skills, English, Maths and sessions on assertiveness and confidence building.

Many UNISON members have already participated in one or more of these courses, which have also helped recruit new members to UNISON.

And our Trust has picked up an award – for boosting staff morale.

So the scheme offers benefits all round: if you think you would like to get involved at any level – whether as a student or a learning rep – contact the branch office.



Branch Office: 01656 752727



Cleaning staff give OCS hours cut the brush-off

A solid stand by staff at Neath/Port Talbot Hospital has forced concessions from private contractors OCS, who took over domestic services as part of the PFI contract for the new hospital.

Sandra Miller, assistant branch secretary told us how the dispute took shape.

"Two and a half years ago we made an agreement with OCS/Keir on the number of hours required to make the contract viable and deliver the specification on cleaning standards.

"But in January 2007 we were told that they proposed to withdraw the previous agreement on hours, and reduce the hours of work to the lower level in their original contract bid.

"They argued that new microfibre mops were much more efficient to use and



Sandra Miller

meant that staff could complete the work in fewer hours.

"Staff responded that even with the new mops they could not clean the hospital to the required standard in the reduced number of hours, and they were angry that the benefit from the cut

in hours would go not to the Trust but be pocketed by OCS and its shareholders."

UNISON balloted its 147 staff for strike action, and was delighted to secure an 88% vote for action on a massive 90% return.

"We took action for one day," says Sandra. "It was highly successful: they had two floods. A pipe broke, and water was turned off in some areas of the hospital. We were giving emergency cover, but we did not regard that as an emergency.

"Our members provided hot food for patients but the dishes were left unwashed.

"We took the action on a Friday, which minimised the loss of income for staff."

After a solid and successful strike UNISON called a 2-day stoppage for the following week, but the company called for talks, which culminated in concessions.



"We won what we had fixed as our baseline objective," says Sandra. We are still working through the implications, and arguing that we need more staff.

"We had strong support from the public and from other members of staff.

"We already had all but one member of the OCS staff in UNISON, but we have seen a slight increase of membership after the strike.

"It was a real success."

New Protective Clothing & Mufti Allowance Tell us what you think of it!

Dennis Williams

On the introduction of Agenda for Change, mufti allowance, for those receiving it, was assimilated into pay, as it was assumed that this allowance would cease. However, this allowance was not listed in Annex B of the "Final Agreement".

UNISON fought for a local agreement to be applied, allowing for the re-instatement of mufti allowance. Following a period of information gathering and constant pressure from UNISON at local level, together with the NHS Employers we issued the following statement:

"It is our view that any discussion on the provisions of mufti allowance is for local partnerships. The partners to



any such discussion should give careful consideration to the equal pay implications of any mufti provisions that they might contemplate."

Given this statement and the pressure from ourselves the Trust has now agreed the re-instatement of mufti allowance, subject to a staff "referendum".

The following is proposed for the Learning Disabilities Directorate – Residential

areas only.

The original rate of £120 per annum will be paid on a monthly basis as opposed to an annual payment and pro rata according to the hours that are worked e.g.:

Full Time	£120
0.8	£96
0.6	£72
0.53	£48

NB The actual amount is not part of the referendum as this is an issue of negotiation.

The re-instatement of the allowance is to be effective from April 2007; there are no retrospective claims as the allowance was assimilated and therefore used in the allocation of the incremental scale.

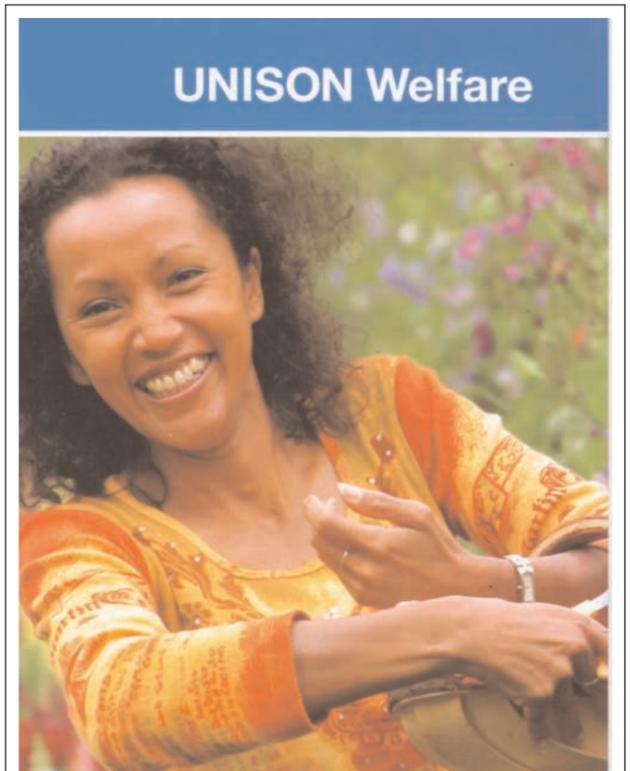
Additional to this allowance each residence will be supplied with a stock of PBM style track suits, where a change of clothes is necessary.

Each residence also has a budget to enable the purchase of "Coveralls" where necessary; managers have been innovative in this respect.

Where there is a physical requirement for protection against an identified aggressive act, appropriate protection will be supplied.

We are now seeking your views as to whether or not you agree to the re-instatement of mufti allowance or something different.

If the latter, then we need you clearly to identify what is required.



UNISON Welfare

Debt advice service

UNISON Welfare's free and confidential debt advice service is provided in partnership with Payplan, who are experts in helping people in financial difficulty.

Call 0800 389 3302 FREE

Post Office invokes small print to leave her stranded, but ...

Angie's accident triggers display of UNISON solidarity

Angie Gower (picture courtesy BBC website)



Branch member Angie Gower has been at the centre of a remarkable show of union solidarity after she suffered a freak accident while on a diving holiday in Egypt back in February.

As a trained diver herself, and with a partner (Mark Phillips) who is also a former professional diver, Angie thought her diving expedition was a routine holiday outing ... until she came to the surface suffering severe discomfort, and was diagnosed as suffering from the 'bends' (too rapid decompression).

This affected her spine and she found herself paralysed from the neck down, and was taken to hospital.

Her problems grew worse when her insurers, the Post Office, decided she was not covered by their policy, since she had exceeded the stipulated maximum depth.

They refused to pay up, leaving Angie facing £10,000 in medical bills even after hospital staff in Egypt, sympathetic to her plight, cut their bill almost in half.

But UNISON swiftly got on the case, with an appeal led by Tina Bevan, who

joined our branch from the RCN.

The branch was quick to donate to the fund, and Regional Secretary Paul O'Shea circulated the appeal to all Welsh branches, resulting in donations from Carmarthen County branch, Cardiff & Vale Health, and Caerphilly County, while Swansea Health made a direct contribution.

Local Assembly Members and MP Peter Hain have also been supportive.

Such was the scale and rapidity of the response that UNISON donations com-

pletely covered the costs, and paid up all that was owed. There were even more offers of support which have been declined with thanks.

Angie, a psychiatric nurse working in Caswell Clinic, is extremely grateful for the solidarity – and has responded with a tremendous recovery.

She is now hoping to be back in work soon.

As part of her recovery she joined the branch delegation to UNISON Health Conference in Brighton, where she admitted that her legs still felt "spongy". At

least Angie could explain a good medical reason for this sensation, while some other delegates at the conference could be best described as "wobbly" or even "legless" for entirely different reasons.

Angie's experience helps underline what is so special about UNISON and union membership: it really does bring you support on a level that no other organisation can deliver, even on issues that are not related to the workplace.

If you're not a member, then act now, and join us at once!

Work that (Pay Review) Body!

This year's UNISON health conference voted narrowly in favour in favour of the extension of the pay review body to all staff covered by A4C

The debate was lively but the policy was endorsed by conference, after arguments for and against.

Currently the pay negotiating council negotiates pay on behalf of non review body staff, and there were also arguments to extend that system for all staff, but the opposing view prevailed.

Now our national negotiators with the other unions will seek to extend the review body for all.

The Welsh region voted in favour of the extension of the review body.

Contact your UNISON Bro Morgannwg branch officers

Who does what

- Chair: **Sylvia Johns**
- Secretary: **Hugh McDyer**
- Assistant Secretaries: **George Forsyth (Health & Safety)**
- Sandra Miller (Neath/Port Talbot)**
- Dennis Williams (LD)**
- David Sage (MH)**
- Treasurer: **Andrew O'Leary**
- Sports & Social: **Mark Sage**
- Education: **Kevin Cooze**
- Lesbian & Gay: **Phillip Williams**
- Women: **Gill Williams**
- International: **Paul Giddens**
- Welfare: **Colin David** and **Graham Bush**

How to reach them:

- David Sage 07974 023761
- Hugh McDyer 07813 953405
- Dennis Williams 07970 606988
- Sandra Miller 07974 410168
- 01639 682003
- George Forsyth 07931 401583 x 3821
- Andrew O'Leary ext 2966
- Colin Davies 07974 391020
- Branch Office PoWH** 01656 752727
- Branch Office Neath** 01656 862003
- Office Glan Rhyd** 01656 753821

Are you a monthly paid ancillary, or a low-paid member paid monthly?



Our trust is now recruiting ancillary staff and low paid/low ratio hours staff, stipulating that all staff are to be paid monthly. This has not been agreed with your union. Within the last few years we specifically secured with the trust an agreement not to force ancillary staff on to monthly pay: this was because at the time when the trust attempted such a move it caused more problems than it should have solved. This has to be thought through carefully by the trust in an area where colleagues have been paid weekly since time began. The policy causes inequalities within

departments. If there is pressure at a regional level to go to monthly pay because of the new electronic staff record then it will have to be agreed regionally with Unison and staff side negotiators and be made attractive for weekly paid staff. If you are an ancillary member of staff and monthly paid, and you have experienced financial hardship as a result of this – or you are low paid and struggling with monthly pay let me know. ● **Hugh McDyer PoWH ext 2727 or hugh.mcdyer@bromor-tr.wales.nhs.uk**

Assembly has plans for uncaring, sharing services

Admin and clerical staff in our Trust could face a major shake-up in services of the Welsh Assembly Government proceeds with controversial plans to establish "shared services" for NHS Trusts and Local Health Boards. A similar scheme in North Wales has been pushed through, with projected net savings of £2m a year, three quarters of which come from the loss of 76 WTE jobs: in fact it has fallen £5 million short of its expected savings – and faces a huge problem in recruiting staff. The project involved relocating services for North Wales NHS bodies to a new centre near Prestatyn, meaning that many of the staff who did not lose their jobs



got off to a shaky and secretive start, with initial meetings making no effort to involve trade unions despite the constant NHS rhetoric of "partnership" – and indications that several if not all of the major Trusts involved, including Gwent Healthcare, have serious reservations about the plan. A project manager has been appointed on a £100,000 salary to drive the scheme forward, and rumour has it that a vacant building in Merthyr Tydfil has been earmarked as the prospective centre of operations for the new "shared services". The Project Initiation Document refers to staff primarily as a source of 'savings' – through redundancy. The natural links of our Trust are to the west and the north rather than east towards Cardiff, Newport and the valleys, so we are still waiting for information on how the Assembly wants to carve up the services in our part of Wales. We do not want our members to be forced to re-apply for their own jobs, or to have to compete with equivalent staff from other Trusts in South Wales in the knowledge that there will be fewer posts than applicants. Watch this space for further news on this project.

Support for stewards and branches
0845 355 0845
 Lines open from 6am-midnight, Monday to Friday and 9am to 4pm Saturday.
 Textphone users call FREEPHONE 0800 0 967 968

Not yet a UNISON member? Don't delay,

Croyde Bay The best kept secret in UNISON!

Anne Duggan

How do you find a holiday to suit both an 82 year old and a 17 year old? Arranging a family holiday had become a nightmare. We all needed a break but our attempts to suit Granddad and son had failed in the past.

My Dad needed to be encouraged to keep to his exercise regime, but any walking would have to be with the opportunity of lots of rests.

This was going to be one of the last family holidays with our son as University was looming. Dad didn't want to fly abroad. Both bed and breakfasts and self catering in the UK had been less than successful in the past. It's always slightly difficult with a vegetarian alongside a meat and two veg man. The family cooks wanted a break from juggling meals to suit everyone.

We really didn't want to pay for three double rooms for four people, but single rooms were always at a premium. As usual, we were booking at the last minute for a week which included a bank holiday.

Suddenly, I had a brain-wave. I had been looking on the UNISON website at the members' benefits section. I remembered Croyde Bay, the UNISON sponsored holiday village.

It had always intrigued me – a holiday venue run by a union. I wanted to go and have a look at it, just out of curiosity. Was this an idea?

I phoned them up. Yes, they could fit us in with one double and two singles. We could have half board and



they also offered lunches on site. Essential for a habit dominated oldie and a growing boy!

And as a party with a UNISON member, we got a good discount so making it bed and breakfast prices for half board. This pushed all my buttons. I love a bargain.

We set off to Devon in the car the next Saturday from Cardiff. After a pleasant journey through Devon, we reached Croyde.

We hardly had time to park before we were swept into the dining room for dinner. The food suited everybody. In fact, the range of choices gave us our only difficult decisions of the holiday.

The staff were friendly and efficient without being 'in your face' and they were exceptionally helpful with my deaf and demanding Dad. There was even live music from a pianist.

After dinner we went to find our rooms. What we found was a series of charm-

ing little cottages set around greens. The singles were next to each other and all the facilities, whereas the double was just far enough away for us to have some privacy and peace.

The rooms were lovely, all en-suite, with a sun porch, chairs and tables outside on the green. Some cottages, we noticed were shared, with Mum and Dad on one side and the kids in the other. As we explored further, we found self catering cottages with barbecues and sitting rooms.

We explored the entertainments and facilities. There was an indoor swimming pool with a sauna, whirlpool and mini-gym. The centre had its own pub with all the traditional pub games and pub food on offer. There was an on-site shop which seemed to stock everything we might need.

A second bar was open in the entertainment complex



equipment to hand. Just over the dunes was one of the premier surfing beaches in Devon and a huge expanse of sand for games, sandcastles and sun bathing. Down the road was a pretty Devonshire village with restaurants and pubs to suite every taste.

There was entertainment available, if you wanted to join in. It was all fairly low key with pub quizzes, bingo, line dancing, etc.

The formal entertainment was aimed at the family audience and included headlined singers, magicians, ventriloquists and comedians alongside the talented camp entertainment staff.

There was lots of entertainment for children as we were there just at the end of the school holidays. There were

whole multi-generational families all looking happy. Some of the people my age had started coming when they were children.

Did we enjoy it? Yes, we all said it was one of the best holidays we had together. It seemed to suit everyone. There was enough space for each of us to 'do our own thing'. We could join in some of the activities or amuse ourselves.

We all came back browner, fitter and certainly more relaxed. We have been back just as a couple for a relaxing weekend and would certainly go again.

I don't know why I am sharing this secret with you. It's not in my interests to have you all booking it up, when I want to go but the contact details are:

Call 01271 890 890 for a brochure or see www.croyde-unison.co.uk.

UNISON's legal services: ... are you missing out?

UNISON, working with Thompsons Solicitors provides extensive legal support services for members – last year alone 4,500 members and their families won compensation for injuries. So if you are a member and have a problem, why not see what the union can do for you. **And if you are not a member ... why on earth not?**

	Members	Members' families
Employment advice	✓ Free	X
Accidents at work (inc. industrial disease & work related)	✓ Free	X
Accidents outside work (inc. road traffic accidents, trips, holiday accidents etc.)	✓ Free	✓ Free
Criminal Injuries Compensation Scheme (where a member has sustained an injury due to a crime of violence)	✓ Free	X
Criminal law (work-related criminal offences)	✓ Free	X
Wills	✓ Free (inc. joint will)	✓ Special rates
Conveyancing	✓ Special rates	✓ Special rates
30 minutes legal advice on any non-work issue (inc. immigration issues)	✓ Free	X
Clinical negligence	✓ Free initial consultation, special rates thereafter	✓ Free initial consultation, special rates thereafter

Exclusive for low paid UNISON members!

50% OFF Holidays!

UNISON's Croyde Bay Holiday Village and UNISON Welfare are offering 50% or more off holidays at Croyde Bay for low paid UNISON members.

To apply for the special offer, UNISON members need to download the application form here or ring on **01271 890 890** or email: croyde@unison.co.uk

Don't forget - UNISON members get 10% off our brochure prices. Ring us for your copy on our 2007 brochures.

We also have special deals for groups. Contact us directly on **01271 890 890** for the latest deals.





"Rule book" BENEFITS

Death benefit

Years of membership	£
1-5	72
5-10	118
10-15	158
15-20	198
20-25	244
25-30	282
Over 30	346

Fatal accident benefit

£1,295 after one year's continuous membership, £2,875 after ten years' membership, to be paid to the member's partner or children.

Incapacity benefit

Members who suffer partial or total incapacity due to injury while at work are entitled to £1,437 for partial, or £2,875 for total incapacity, as described in the rule book.

Convalescence

Members can apply to the Welfare Fund for convalescent accommodation:

- To recuperate from an illness.
- To have a temporary rest for the benefit of health.
- To take a holiday they could not otherwise afford.

Accident benefit

£2.90 per day of sickness, £14.50 per week maximum, up to a maximum of 30 days or £87 in any calendar year.

Education and training

Members can be considered for a grant by the NEC for training or study courses.

FREE indemnity insurance

UNISON provides free professional indemnity insurance of up to £1 million for a wide range of health service professionals, including nurses, ambulance staff, PTAs and PTBs.

Don't delay, join today!



Ten good reasons to join UNISON

If you are not already a trade union member, then why not consider joining UNISON?

Here are TEN good reasons for doing so:

UNISON represents nearly 1.5 million employees across Britain, making us the biggest trade union in Britain. We only recruit people who work to provide services to the public - so our size and our specialisation mean that we offer strong, professional and effective protection to all our members.

UNISON's trained representatives provide free support and advice on any problems you might have at work.

UNISON provides professional negotiators to sort out your pay and terms and conditions of employment both nationally and locally.

UNISON membership brings free legal representation for accidents at work and while travelling to and from work, and free representation on other employment related issues.

We also offer legal advice for domestic and other problems at much reduced rates. UNISON's trained health and safety representatives provide free services to make your workplace safe to be in.

UNISON pays benefits to members, including accident and death benefits.

UNISON looks after you. We provide convalescent facilities at reduced rates, offer financial assistance to members suffering unforeseen hardship, and give free advice on state and welfare benefits

UNISON provides a wide range of competitive financial services. These include reduced mortgages, home, car and holiday insurance, road rescue, personal loans, credit cards and financial planning advice.

UNISON offers great breakaway holidays through our travel club, as well as our own family holiday centre in Devon.

UNISON offers you a range of education and training courses. These include courses leading to professional qualifications, GCSEs and vocational qualifications.

Your chance to join Britain's biggest health care union

UNISON

APPLICATION FORM Please fill in this form in BLOCK CAPITALS, and send it to UNISON Office, Princess of Wales Hospital, Coity Rd, Bridgend CF31 1RQ

YOUR DETAILS

Mrs Ms Miss Mr FIRST NAME Other initial(s)

SURNAME

ADDRESS

Postcode

WORKPLACE ADDRESS (if different from above)

Postcode

JOB TITLE/OCCUPATION

National Insurance number (from your payslip)

If you have been a member of a trade union before, please state which one:

Employer's name

Payroll number (from your payslip)

I wish to join UNISON and accept its rules and constitution.

I authorise deduction of the following Political Fund payment as

part of my subscription:
Tick one box only

Affiliated Political Fund

General Political Fund

I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON to be paid over to them on my behalf and I authorise my employer to provide to UNISON information to keep my records up to date.

If you are, or have been, a member of the Freemasons you must declare this in writing when completing this form.

I wish to pay by direct debit/cheque (please tick if appropriate)

3. WHAT YOU PAY - CURRENT RATES (SET OCTOBER 2003)

Please tick the appropriate box for your earnings before deductions.

WEEKLY PAY		ANNUAL PAY		YOUR SUBSCRIPTION—WHAT YOU PAY		
				PER WEEK	PER MONTH	BAND
Up to £38.47	<input type="checkbox"/>	Up to £2,000	<input type="checkbox"/>	£0.30	£1.30	A
£38.48-£96.16	<input type="checkbox"/>	£2,001-£5,000	<input type="checkbox"/>	£0.81	£3.50	B
£96.17-£153.84	<input type="checkbox"/>	£5,001-£8,000	<input type="checkbox"/>	£1.22	£5.30	C
£153.85-£211.53	<input type="checkbox"/>	£8,001-£11,000	<input type="checkbox"/>	£1.52	£6.60	D
£211.54-£269.23	<input type="checkbox"/>	£11,001-£14,000	<input type="checkbox"/>	£1.81	£7.85	E
£269.24-£326.92	<input type="checkbox"/>	£14,001-£17,000	<input type="checkbox"/>	£2.24	£9.70	F
£326.93-£384.61	<input type="checkbox"/>	£17,001-£20,000	<input type="checkbox"/>	£2.65	£11.50	G
£384.62-£480.76	<input type="checkbox"/>	£20,001-£25,000	<input type="checkbox"/>	£3.23	£14.00	H
£480.77-£576.92	<input type="checkbox"/>	£25,001-£30,000	<input type="checkbox"/>	£3.98	£17.25	I
£576.93-£673.08	<input type="checkbox"/>	£30,001-£35,000	<input type="checkbox"/>	£4.68	£20.30	J
£673.08+	<input type="checkbox"/>	over £35,000	<input type="checkbox"/>	£5.19	£22.50	K

Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices). Your subscription is £10 per year.

Please tick the appropriate box to indicate how often you are paid
Weekly Fortnightly Four Weekly Monthly

For UNISON use

Now please sign and date below and return this form to the UNISON Office, Princess of Wales Hospital, Coity Rd, Bridgend, CF31 1RQ

Signed

Date

6am- midnight
UNISON DIRECT
0845 355 0845