



NORTHANTS COUNTY BRANCH NEWS

May 2014

Spring Newsletter

Another hard year, are things really improving?

Well it appears things are on the up according to those in the know? I may be a bit naïve regarding these things but is there light at the end of the long dark tunnel we've been in due to the fact that we will soon be looking at electing a new government? Funny how things improve so quickly when it gets to election time. After 3 years of pay freezes there is a tiny amount of movement to give us some crumbs? We also see new builds happening everywhere, is this a sign of growth or are members seeking our votes in the near future? It has been an horrendous time for the working classes in this country, I was speaking to someone recently that seemed to think there were no longer working classes. Please don't ever be

fooled by these ideas. There has always been and always will be working classes in this country. Those providing home care and care in residential settings will always be working class. Our low paid teaching support staff will always be working class. The idea that there are no longer working classes is being started by those that never have and never will be working class.

If things really are improving for us all I'm sure we'll see it reflected in our wage packets in the near future? I won't hold my breath waiting though. All we can do is hope at some stage we as a country will do our best to let people retire when they're too old to continue working. Hope-

fully the Government regardless of their allegiance politically will let people retire with a pension they can live on when they need too. I keep hoping one day that someone will realize when we let people retire at a reasonable age, there will be jobs for our youngsters out there. Lets get these young people off of the scrap heap and into jobs. We must give them a chance to play a part in our society by giving them relevant skills. I really do hope things will improve for all of us in the near future, I hope those food banks can once again disappear, because we as a society should ensure everyone is cared for in a compassionate caring way!

Steve Bennett

Workers Memorial Day-



International Workers Memorial Day is becoming more of an event each year and rightly so, there are still hundreds dying every year in work related incidents. Every year more people are killed at work than in wars. Most don't die of mystery ailments, or in tragic "accidents". They die because an employer decided their safety just wasn't that important a priority. It is important that trade unions continue to fight for a safe work environment for all. There was a large gathering in Corby on Saturday 26th April and although the weather wasn't great the turn out was good.



Your Who's Who.

You will find that you have a list of the Officers and stewards from the Branch inserted within this newsletter. If when you look through you see there is no-one from your area, that will be because there is no-one. If you feel there should be someone speaking up on your behalf at consultation meetings, maybe it's you that should be there. The union operates on behalf of its members we want everyone to be represented in all Employee Consultation Forums. We have gaps all over the

and within most schools. If you have concerns about your job and the jobs of those around you, **we need you.** If you have concerns about cutbacks and changes to job roles, **we need you.**

The union will give you the training and confidence to speak up on behalf of your colleagues if you want to become involved in this important work. **Do something important today, help a colleague by becoming an activist!**

International Day Against Homophobia (IDAHO)

This is held on 17th May of every year. It is rallying event offering an opportunity for people to get together and reach out to one another. This is to remember those who have suffered at the hands of homophobia all over the globe, but also to raise awareness that prejudice still exists and we want to eliminate it! Unison is a big supporter of this cause.

In conjunction with IDAHO, on Friday 16th May, Northampton Borough Council will be hosting a lunchtime civic event at midday in the Guildhall Courtyard and a small networking event in the evening. We would like as many people as possible to come along and support either or both of these activities. The fine details are yet to be confirmed for 16th May. To work. Unison can provide rainbow lanyards and wristbands (and at no charge). To be kept up to date about these events please contact Ben King, your Unison LGBT Officer, via the email address or phone number provided below.

Also on Friday 16th May to mark the occasion we would like as many people as possible to wear "something rainbow" at request one or more for you or your workplace please contact Ben King:-

Email: BJKing@northamptonshire.gov.uk
Phone/Text: 07903 537433

May is Learning month in Northamptonshire.

Northamptonshire County Council is arranging a learning week for its staff across the county and UNISON is supporting this, by attending this event on Friday 23rd May. Please look out for the promotional information nearer the time.

The UNISON and Skills Network partnership has been a great success with 30 learners enrolled on a free online or paper based course, please contact me if you wish to complete a course. See attachment course titles and contact details. See attached pdf for picture if you want to see what it looks like.

At the end of May, the popular Women's Lives course is starting in, Daventry and Northampton on Tuesday night and Kettering on Wednesday nights. See info about course, also attached

UNISON "WOMEN'S LIVES" COURSE – Northamptonshire

"Women's Lives" is a fantastic, free opportunity for UNISON women members who have been away from learning for a long time.

Women members who have been on the course say:

"It has built my confidence and self-esteem, at work and in my social life."

"It has given me some "me" time."

"It's been my chance to escape domestic responsibilities for a while."

"It's just what I needed - it's helped me to keep up with the kids' homework!"

The course is run:

- In a friendly and supportive environment
- With the support of a WEA (Workers' Educational Association) woman tutor who is experienced in working with adults
- Without exams at the end

We are currently recruiting to a course in Northampton, Daventry and Kettering.

If you think you might like to do the "Women's Lives" course or would simply like more information, then contact Karren on

karren.unison@hotmail.co.uk

This will not commit you but will allow us to contact you with further details, including an invitation to attend an information session.

At the information session you can meet the course tutor, find out more about the course and decide whether or not you would like to do it.

We are holding information sessions in Kettering, Northampton and Daventry.

The course will start in May 2014, with groups meeting one evening per week (excluding holidays) until early July.

In the meantime, if you would like any more information about the course, please contact:

Karren Bennett: UNISON Life-long Learning Co-ordinator
Telephone 01604 630087 or e-mail

karren.unison@hotmail.co.uk

You can also talk to your local UNISON Union Learning Representative.

We very much hope that you will decide to find out more about "Women's Lives"? There is a course featured on the opposite page. If you are interested in learning please call Karren and let her know of your requirements, she will then offer advice as to available courses coming up.

Annual General Meeting Results

A big thank you to all of our members that came along to our AGM's this year. We were quorate again for the fourth year in a row. It is great to meet up with so many members during these meetings. It is also nice to hear the views of the various members and how things are changing in the varied workplaces. This year has been once again one of the most difficult we have faced. Changes to Terms and Conditions in several areas caused a colossal amount of work, initially with members with concerns and then with the Group Appeals we dealt with regarding Dismissal And Re-engagement. This process was still going on in September for those of you thinking this was ages ago!

The Consultation with various employers over Terms and Conditions has been difficult and I think some of the Private, Voluntary and Community Sectors have ended up with far better Terms and Conditions than County Council staff, this could cause significant difficulties in the future when it comes to recruitment?

Do you feel that UNISON should be doing more? During recent months we have struggled to attend all of the meetings members expect us to be at. We still need more stewards in all areas. If you want a first class service we need more of you to become involved. As austerity measures take effect and money becomes tighter in all areas, there will be more work for the trade unions to undertake. Privatisation could be the next big battle many areas face, we need to be ready! Should you be thinking about becoming involved. As always we need YOU to help! The union is mainly run by lay members who have taken on active roles initially in their workplaces and then within the office.

We still need stewards within workplaces, if you don't have a steward in your vicinity please think about taking on this role. If you feel unable to carry out this role due to work commitments, how about becoming a contact. You could keep us informed of staff movement and give out any information we need to pass on to staff. The union consists of everyone in it and we can all play a part in keeping it strong, give your support and keep the union vibrant and growing. [Steve Bennett, Branch Secretary](#)



Connecting people...developing skills

Course Content

Upon enrolment each candidate will receive a learning resource / information pack which includes three parts:

Part A

Unit 1: Preparing to lead the team

- Understand key leadership roles
- Understand the benefits of working with colleagues
- Understand the team leader's role in health, safety and security
- Understand the team leader's role in procuring resources
- Understand the team leader's role in customer service
- Understand how information is managed

Part B

Unit 2: Support development of self and team members

- Understand the performance requirement of a team leader
- Understand how to measure progress against agreed personal objectives
- Understand how to support and communicate with others

Unit 3: Communication and the team leader

- Understand the importance of effective communication with colleagues
- Presenting information and giving instructions
- Understand how to take part in meetings

Part C

Unit 4: Equality, diversity and the team leader

- Understand the support disabled team members or colleagues require
- Understand how to support ethnic diversity and minority groups

Unit 5: Motivating the team

- Understand motivational theory
- Understand the use of delegation as a motivational tool
- Understand the importance of development activities in motivation
- The importance of recognition



NCFE Level 2 Certificate in Team Leading Knowledge



NCFE Level 2 Certificate in Team Leading Knowledge

This qualification provides learners with the knowledge they will need to work in a team leading role. This qualification forms the knowledge aspect of the Intermediate Apprenticeship in Team Leading.

Through this course, learners will not only learn how to lead, support and develop a team but they will develop their communication and motivation skills.

This programme will help learners to build up achievements in a way which is appropriate and meaningful.

Course Information

- A blended or distance learning programme
- Flexible learning – candidates complete the programme within agreed timescales
- Fully supported by The Skills Network in partnership with our network of Further Education colleges
- Simple enrolment and induction procedure
- Receive a nationally recognised Level 2 qualification upon completion
- NO course fees – fully funded by the college (subject to terms and conditions – See 'Course Costs' overleaf).

Tutor Support

Our team of highly qualified tutors are available to support all learners throughout their programme of study with robust feedback, advice and guidance.

Completing the Course

Each candidate will receive their own learning pack which includes three learning resources/information booklets and three paper-based assessments, one for each part. Candidates must complete assessments in the agreed timescales and submit these for marking by our team of qualified tutors. Your tutor will then provide feedback and guidance to help you successfully complete the course. Upon successful completion of the three assessments, candidates will then be awarded the NCFE Level 2 Certificate in Team Leading Knowledge.

Candidate Application

Candidates can apply to undertake this course by registering their interest with their employer (e.g. their line manager, training and development or personnel department). Employers can then register candidates by completing a standard Candidate Application Form (terms and conditions apply). Applicants will then be required to attend a group induction session at their place of work at a time to be agreed.

Course Costs

There are no fees for this course as the college has secured funding and has agreed to waive all fees. Therefore, there is no charge to either you (the employer) or you (the candidate).** Please note that when a candidate enrolls on this course they will be expected to complete the programme of study within the allocated timescales. Should a candidate not complete the course in full, they will be required to pay a fee to cover registration, administration fees and learning material costs. Funded places are subject to availability and are subject to the terms and conditions of the college delivering the course.

Contact Us

To register applicants, or for more information, please contact The Skills Network Sales Team on:

T: 0845 177 0047 / 01757 210 522

E: enquiries@theskillsnetwork.co.uk

UNISON Office
Angel Street
Northampton
NN1 1ED

Phone: 01604 630087
Fax: 01604 620785
E-mail:
northantscounty@unison.org.uk
Visit our website at
www.unisonnorthants.org.uk

Office move coming soon!

Due to the Project Angel development planned for the County Council, UNISON and prior that NALGO will be losing their office, after over 20 years! We were offered hot desking but felt with the number of NCC employees now working outside of the County Council in areas such as Olympus Care Services and with many schools becoming academies, they too are no longer linked to NCC. Due to the growing number of outsourced services, we felt it would not be appropriate to be sat in the centre of a building that is not easily accessible to members working outside the NCC. The location of our offices is still not known as we are looking for a location that can also be used as a training venue. This will hopefully generate income and save us costs for room hire for the various meetings we hold throughout the year.

The move out, wherever we go will be a difficult one, as is often said, the longer you are in a place the more junk you accumulate! We will send out a mailing as soon as we have a moving date and new address. Our e-mail address and phone number should remain the same but this has yet to be confirmed. Details will be put onto our website as well to ensure everyone can keep in touch if they need too during this move.

The next mailing I send out will be from our new office, hopefully the move will be pain free.

Steve Bennett



HOWZAT FOR A GREAT GIVEAWAY!

APPLY NOW WHILE STOCKS LAST!!

LV= is delighted to be repeating its offer to UNISON members for a chance to catch some of the LV= CC cricketing action during the 2014 season.

The 2014 LV= County Championship will start on the 6 April with the last round to take place on the 23 September 2014. If it ever stops raining the season promises to be a fascinating summer of cricket.

The Promotion:

LV= is offering UNISON members a pair of complimentary tickets to the county of their choice to watch one day of an LV= County Championship match during the 2014 season.

To claim your tickets, just **print and fill in the voucher** and return it to the **FREEPOST address**, stating in order of preference the three counties you would most like to visit in 2014, from the list below.

Successful applicants will receive two ticket vouchers for a county of their choice, valid for one day of an LV= County Championship match. The ticket vouchers are valid only for matches played at the First Class County Grounds (see list) – festival and secondary grounds are **not** included in this promotion.

Please note that tickets are subject to availability and will be despatched to successful applicants within 28 days.

All fixtures can be found at: www.LV.com/cricket

First Class County Grounds included in this promotion:

Bristol, Gloucestershire CCC / Chelmsford, Essex CCC / Emirates Durham ICG, Durham CCC / Canterbury, Kent CCC / Derby, Derbyshire CCC / Edgbaston, Birmingham, Warwickshire CCC / Headingley, Leeds, Yorkshire CCC / Hove, Sussex CCC / Leicester, Leicestershire CCC / Lord's Cricket Ground, London, Middlesex CCC / Northampton, Northamptonshire CCC / Old Trafford, Manchester, Lancashire CCC / SWALEC Stadium, Cardiff, Glamorgan CCC / Taunton, Somerset CCC / The Kia Oval, London, Surrey CCC / The Ageas Bowl, Southampton, Hampshire CCC / Trent Bridge, Nottingham, Nottinghamshire CCC / Worcester, Worcestershire CCC.

This is a fantastic free offer for First Class County Cricket tickets. To obtain these tickets please fill out and cut out the form alongside and return to the Freepost address at the top. This application can not be accepted by e-mail so ensure you post the form.

PLEASE RETURN COMPLETED FORM TO: UNISON CRICKET PROMOTION, LV=, FREEPOST, COUNTY GATES, BH1 2NF.

I would like to receive a pair of First Class LV= County Championship tickets to one county ground for a day's cricket of my choice (maximum 2 tickets per household).
(Please state county in order of preference)

1st _____
2nd _____
3rd _____

See article for list of 18 First Class County Grounds

By giving you an email address below; I agree to you contacting me by email with information about other products and services.

email _____

My car insurance policy is due for renewal on:

Name _____

Address _____

Postcode _____

Date of Birth

Tel _____

Ref COP14



CHEAPER CAR INSURANCE? GET A QUOTE

Exclusive UNISON discount
75% no claim discount if you have 5 years or more no claims



CHEAPER BREAKDOWN INSURANCE? GET A QUOTE

Exclusive UNISON discount
Over 3000 breakdown professionals to keep you moving



LV= may use information provided to process my ticket request. The information may be kept electronically or on paper file for as long as the offer is available and for an appropriate length of time after that.

Subject to payment of a fee, you can ask for a copy of the personal information we hold about you by writing to the CCA Department, LV=, County Gates, Bourne Mouth, BH1 2NF. For details of the Liverpool Victoria group of companies please refer to www.LV.com 2144-0214 03/14