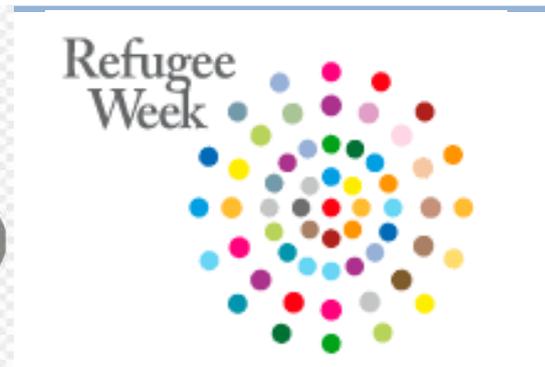
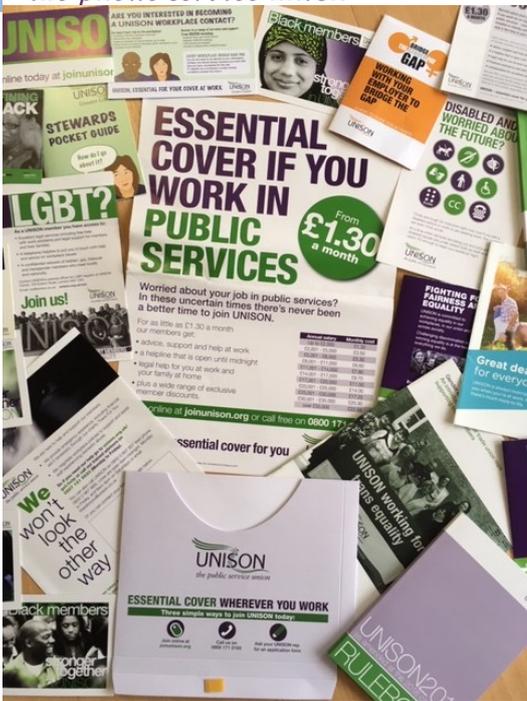




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**22nd June Windrush day - watch your emails for local and community events.**

July newsletter: deadline for content is Thursday 4th July

Please email articles to [rkennedy@lambeth.gov.uk](mailto:rkennedy@lambeth.gov.uk) and [JCruywagen@lambeth.gov.uk](mailto:JCruywagen@lambeth.gov.uk)

Grenfell tower fire 14 June 2017 is the deadliest tragedy in the country's capital since World War II. Seventy-two people died after a ferocious blaze broke out at Grenfell Tower, a social housing high-rise apartment block, on the night of June 14, 2017. To date no company or individual involved in refurbishing the tower block with deadly inflammable



cladding has been held accountable.

A nationwide silence across the United Kingdom marked the first anniversary of the trag-

edy and each month since then on the 14 of the month a silent march is held.

Lambeth unison BWG have been in contact

with justice4grenfell and took part in the Silent March on 14 May 2019 to show support to the survivors families and loved ones, in their campaign for justice for the victims and survivors.

Lambeth Unison Black workers group met in Windrush Square, Brixton at 5.15pm on the 14 May 2019 to leave for the silent march at Notting Hill church

## Become a Steward / Packs Available

**Juliet Blake** has created a Pack of UNISON Materials for all our Stewards to collect from the UNISON Branch Office

That could be useful to pin on notice board etc., the pack contains Application forms, Benefits for UNISON Members, Rule Books, Case Forms the list is endless



### \*\* BECOME A UNION REPRESENTATIVE \*\*

All posts can be job shared. There is a facilities agreement allowing paid time off work to cover work duties and get training in the role.

UNISON Representatives should seek to:

- \* Be the first and main point of contact for members with the union
- \* Recruit new members
- Work with members to establish an organised workplace
- \* Support and advise members on workplace issues

\* Act as a spokesperson for the members they represent and for the branch

\* Represent members with the employer, dependent on their experience and confidence

Represent members within the branch committee

\* Be answerable to the members they represent.

\* Health and Safety Reps To be accountable within branch arrangements to those they represent

\* To have access to local negotiations so that the health and safety implications of any decisions are properly

considered at an early stage

\* To be trained in dealing with management and members

\* To be valued equally with UNISON representatives and other representatives within the branch

\* To be encouraged to work with UNISON representatives, branch officers and members

\* To carry out workplace inspections every 13 weeks or when there has been a substantial change.

**Contact Reg Morrison for more details:**

[RMorrison@lambeth.gov.uk](mailto:RMorrison@lambeth.gov.uk)

## Is the Job Evaluation Scheme Fair ?

The greater London Provincial Council Job Evaluation Scheme, introduced in 2000 and revised 2016, together with a set of factor weightings and price tag, is it fair?

There are eleven factors to consider and eight levels to achieve. They range from Supervision, creativity and innovation, contacts and relationships, decisions-discretion, consequences, resources, work environment- work demands, physical demands, working conditions, work context and last of all knowledge and skills.

Levels are set out in matrix, one to eight and the score is added up

and you then refer to a points table to grading relationship. For example S02 you would require 534-558 points, P03 611-637.

The two people that are trained to score these evaluations look at the Job description (JD) separately and then come together and agree a final marking. Both these members of staff are from the management side and usually do not have the full facts in front of them. This is mainly to do with the working environment, which has four parts to it, each are marked separately.

Works demands, how can they tell what work demand are from your

JD. Physical Demands, again do they know what physical positions you have to get in to plug your computer in or clear a blockage in the photo copier, lift boxes of paper etc. Working conditions, they never go out and see what conditions are like on a building site, void property, and squatted property or even in vulnerable areas with lots of people milling around, such as schools first thing in the morning or where staff meet the public first thing in the morning. Last but not least work context, can you get that from just looking at a JD.

There is an appeal procedure where a Union representative and a manager or HR person form a panel and listen to any arguments and come to a decision. Hopefully the Union person does not get intimidated by the other panel member. The Union representative can be from any of the Local Authority Unions but must be trained.

I think it would be better is one member of HR and a local shop steward who knows the work carried out was to evaluate the Job at the start of the process to have a clearer picture of what the job actually entails. What you think?

**Reg Morrison**

## Menopause and the Workplace

Conference 2016 notes that around 3.5 million women aged fifty years and over are currently in employment in the UK. Conference notes further that the employment rate for women in the UK has actually increased in the past few decades and women now represent nearly half of the UK labour force. This means that many more women are

affected by symptoms of the menopause in the course of their daily activities, often to the detriment of their families, work and life in general. Menopause symptoms vary, with around 25% of woman suffering severe symptoms. One in a hundred women under the age of 40 experiences the menopause. It is no surprise that women going through

the menopause find work difficult due to poor concentration, tiredness, poor memory, depression, feeling low, reduced confidence and particularly hot flushes which are all contributory factors. These symptoms can have significant impact on attendance at work, which can then be misconstrued as a performance issue. Conference is clear that

employers have responsibility for the health and safety of all their employees, and there are clear business reasons for proactively managing an age diverse workforce.

Contact Julian Cooke for comments and further details

[J.Cooke@unison.co.uk](mailto:J.Cooke@unison.co.uk)

### Union Members at Lambeth College Win a Pay rise

UNISON and UCU members at Lambeth College have just won a 3% pay rise after a decade-long pay freeze.

UNISON members gave a 70% vote for strike action on a 55% turn-out. UNISON then started an official ballot with an aim

There were also 5 days additional annual leave for teachers on new contracts. Members of both unions voted to accept



UNISON and UCU have agreed a strategy of nationally-coordinated local disputes to make local gains and apply pressure on the AoC to get back to proper national bargaining. There is no real national bargaining in FE – the Association of Colleges (AoC) makes a pay 'recommendation' (usually about 1%) which most colleges simply refuse to implement. Staff in many colleges have not had a pay rise since 2009.

In a disaggregated consultative ballot, Lambeth College

to co-ordinate strike action in June with UCU, who have taken 10 days of strike action since November. Following notification of the official ballot by UNISON members, Lambeth College management agreed to talk. They made us an offer of 3%, back-dated to September, for staff earning less than £40,000 (2% for staff earning £40,000 or more), an additional £250 for staff earning less than £26,000, and sick pay entitlement of 6 months full pay and 6 months half pay for all staff on new contracts.

the offer. This victory on pay is a signal to employers that union members are not prepared to facilitate government-backed austerity any longer. Together with the Lambeth College Living Wage win in February, this shows that if we organise and fight back, we can change things for the better. College employers need to put pressure on the government to increase FE funding and ensure we can provide the best education possible for our local communities.

[Jim Delaney](#)



### Diary Dates:

#### Refugee week. 17th to 21st June. 20th

**June:** Screening of film: care4calais: a case to answer. Room 03/04. 1- 2pm, refugee speaker will be speaking.

#### Windrush day 22nd June

\* 19th June : BWG invited to speak in Parliament on Windrush.

\* 22nd June Windrush day - watch your emails for local and community events.

See other [events on UNISON website](#) and the [Lambeth UNISON website](#)

### Offers:

UNISON Croyde Bay Resort - Summer Holiday Exclusive Offer: <https://www.croydeunison.co.uk/special-offers/>.

Tel : 01271 890890

Don't forget Other Unison Benefits & Discounts: [benefits.unison.org.uk/all-benefits/](https://benefits.unison.org.uk/all-benefits/)