

# The County Branch

Branch Magazine for all at Oxfordshire County UNISON

Winter 2013/14

## UNISON – campaigning for our members

By Janie Slaymaker, Senior Branch Officer

**Oxfordshire County Council has confirmed that it needs to find additional savings of £60 million over the next four years following a reduction in funding from national government.**

This is in addition to the £170 million the Council will have saved by the end of this financial year and the further £31 million already planned. This brings the total of savings from 2010 to 2018 to £261 million.

UNISON's Oxfordshire County Branch has been campaigning, lobbying and seeking alternative measures to ensure our members' jobs and terms and conditions are protected. UNISON members are also the local community: we all use the services and UNISON will continue to protect and campaign against closures to any of our public services.

In October, on behalf of UNISON, I attended briefings with staff from Children, Education and Families regarding a proposal from the Director of Children's Services to close Children's Centres and Early Intervention Hubs. The devastating news that these

vital services might close, with the potential loss of 700 of our members' jobs, prompted a campaign from UNISON Oxfordshire County Branch.

I led the campaign by working jointly with my colleagues in all other unions and with members of the public, lobbying Councillors, the Director of Children's Services and MPs in order to seek alternative measures and ensure no Children's Services would close.

The Leader of Oxfordshire County Council, Cllr. Ian Hudspeth, stated at the end of November: "No decision has yet been taken regarding the funding of Children's Centres, it's part of the budget process where we need to find an additional £60 million of savings over the next 4 years. If we do reduce the budget for Children's Centres then we will be working closely with all centres to see what services are provided and to whom. This process will not be immediate taking 12 - 24 months to ensure that we have the best possible solution for each locality."

UNISON is proud to say that by our joint working directly with the members of the public who

use our services, we have made a huge impact on this proposal as Cllr. Hudspeth has recently announced that no Children's Centres or Hubs will close.

I wish to thank personally all the supporters of Save Oxfordshire Children's Centres and Hubs because by us all joining together we have made and will continue to make a difference and get the voice of our members and the people of Oxfordshire across.



Janie Slaymaker

# AGM set for 27 February

This year's Branch Annual General Meeting will take place on Thursday 27 February at the Aziz Buffet Restaurant in the Ozone Centre, Greater Leys, Oxford.

The meeting will start at 4 p.m. and there will be tea, coffee and light snacks on arrival, plus a free three-course buffet and one free drink. The AGM will feature an

address from Laurie Heselden, the TUC's Regional Policy and Campaign Officer for the South East Region.

Branch Secretary Peter Fryer said: "Laurie worked in an independent welfare benefit advice centre for the unemployed and low-waged during the 1990s recession and helped to organise campaigns against unfair benefit reform, poor training programmes and draconian sanction regimes.

"We understand that his address will focus on the Coalition's austerity measures and their effect on working and unemployed people alike."

Please let the Branch Office know by 24 February if you will be attending.



UNISON's Assistant General Secretary, Roger McKenzie, addressing last year's AGM

## Branch Officer Elections 2014/15

Elections for the three senior officer posts, which are full-time secondments sponsored by Oxfordshire County Council, will be run from mid-January. Nominations must be returned to the Branch Office to arrive by Friday 24 January. The results will be announced at the Branch AGM on 27 February. The three posts, which will run from 1 April 2014 to 31 March 2015, are:

### Branch Secretary:

This post may have responsibility for Environment & Economy, Oxfordshire County Council.

**Lead Key Areas:** Contact for any business from UNISON (both South East Region and Nationally). Joint Strategic decision negotiation alongside Senior Branch Officers for Social & Community Services and Children, Education and Families.

### Senior Branch Officer:

This post may have responsibility for Children, Education and Families, Oxfordshire County Council.

**Lead Key Areas:** Media contact. Joint strategic decision negotiation alongside Branch Secretary and Senior Branch Officer for Social & Community Services.

### Senior Branch Officer:

This post may have responsibility for Social & Community Services, Oxfordshire County Council.

**Lead Key Areas:** Joint Strategic decision negotiation alongside Branch Secretary and Branch Officer for Children, Education and Families.

For further information and terms & conditions for the above posts, please contact the Branch Office.

## IMPORTANT

*You must be a member of Oxfordshire County UNISON Branch to apply for these Senior Branch Officer posts. Responsibilities and Lead Key Areas are flexible and interchangeable.*

*Nominations for these posts must be sent directly to the UNISON office at County Hall (full address on back page). The deadline for receipt of nominations is Friday 24 January. Details of remuneration for these posts are available upon request to the Branch Office.*

# Care for the Elderly and their Carers

By Barbara Harper, Senior Branch Secretary

In the Summer 2013 edition of this magazine I wrote a piece on cross-party support in the House of Commons in respect of the increasing abuse of the elderly and the need to promote dignity on their behalf and to raise the standards of care they are entitled to. Unfortunately, we appear to be still awaiting concrete results on all their good talks and agreements!

We also raised concerns on behalf of the professional carers about them being recognised and valued accordingly. We highlighted the fact that more than 80% of home-care workers in the private sector are not paid for travel time or costs and that many have no choice but to accept zero hour contracts.

We need to work together to improve the quality of care for both the vulnerable and their carers. We hope to produce a questionnaire shortly that would ensure anonymity for those filling it in but give us information about where we need to target support for our members in improving density of membership. This in turn would give us legal rights to negotiate terms and conditions on their behalf. So please help us to help you.

I have, and will always have, full admiration for those providing life-changing support to the vulnerable in society, be

they children or adults – whether they are social workers and/or support workers. It would be so good if society and the Government valued such people.



We need to improve the quality of care for the vulnerable . . . and their carers

One thing is certain: one day we will, ourselves, become ill, old and infirm and require services to help us lead a healthy and non-isolated existence. Many of

us have loved relatives needing to be supported, and if you have had to move away from your family in order to find work, for example, then it is even more important that we get it right.

On 1 February our retired members (alongside a national initiative) are holding activities to promote the NPC (National Pensions Convention) Dignity Code. If you wish to have more information on this please do contact the office and we can signpost you and/or provide you with advertising posters.

Also, please could I reiterate that if you have any concerns in respect of whistle-blowing and/or raising safeguarding issues in respect of yourself and/or those you care for, you can contact the UNISON office where it will be dealt with in complete confidence and anonymity.

## UNISON's Charity Masked Ball this year is in aid of the Oxfordshire Playbus Association



After the success of last year's event we have decided to hold another UNISON Charity Masked Ball.

This will be held at the Oxford Spire Four Pillars Hotel, Abingdon Road, on Friday 6 June. Tickets will be on sale at the AGM at the very reasonable cost of £25.00 per head. The price includes a fork buffet, a complimentary drink and a band that you are guaranteed to dance your socks off to!

We are very excited about the new venue and we've negotiated a special price of £90 B&B for a single room and £120 B&B for a double, and there's plenty of free parking.

This event is open to UNISON members, their family and friends. Unfortunately we cannot cater for children.

Last year we raised a magnificent £2,334 in aid of the Cystic Fibrosis Trust – let's see if we can beat that in 2014.

# TUPE or not TUPE . . .

Senior Branch Officer Neil Browning explains the changes from January 2014 that could affect you

## What is TUPE?

TUPE is The Transfer of Undertakings (Protected Employment) Regulations 2006.

Basically, if you are TUPE transferred from one employer to another, your contractual terms should stay the same. There is no time limit on protection. If any proposed changes can be shown to be "because of the transfer", then, unless they are for economic, technical or organisational reasons, they will be unlawful.

## What's Changing from January 2014?

The protections currently enforced by TUPE will be relaxed. Employers will be able to renegotiate "terms derived from collective bargaining" 12 months after any transfer. In practice, this is likely to mean that employers will see any TUPE protection as being limited to 12 months.

Additionally, the new employer may be able to use the TUPE consultation of the existing employer to count as the consultation period for any redundancies.

Changes to contract may be allowed even where they are because of the transfer, so long as there is a clause in the contract of employment to allow this.

The definition of an 'economic', 'technical' or 'organisational' reason will be extended to include workplace location.

Improved terms that are agreed at national level, such as those carried on by the unions and employers about pay raises, may no longer lead to pay increases for outsourced staff.

## Outsourcing = offshoring?

The inclusion of workplace location

in the definition of an 'economic', 'technical' or 'organisational' reason may lead to more occasions where, so long as the required work does not need to be done in a specific area (e.g. HR, Finance, etc), it may be transferred out of the county...or even out of the country!

## "Collective agreements ... agreed from time to time"

UNISON has succeeded recently in obtaining a pay rise of 1% for staff transferred from OCC to Carillion (TUPE in 2011) and The Order of St John Care Trust (TUPE in 2001). Pay rises for OCC staff were negotiated nationally by the unions with the Local Government Association. Because transferred staff remained on the same terms and conditions, they were entitled to the pay rise. From January 2014, this will no longer be the case.

## I TUPE'd last year. Will these changes affect me?

The simple answer is that we don't know. If you were to be TUPE'd in

the future, then the answer is "yes". As yet we have no idea of the transitional arrangements that will be put into place and so no idea as yet of the

potential impact on existing transfers.

## Pensions and TUPE

The new regulations contain nothing on pensions. Historically, pensions were excluded from the TUPE process, apart from those public sector schemes covered by the 'Fair Deal', which meant that the new employers had to provide a scheme that was "no less favourable overall" than any existing scheme. Typically, they did this by obtaining 'admitted body' status to schemes such as the Local Government Pension Scheme.

Admitted Bodies have to indicate whether the scheme is 'closed' or 'open' - 'open' means new employees may join the LGPS. They must also indicate whether they will allow discretion to be exercised to allow early retirement, and whether they will top-up any pensions in certain circumstances.

## Overall, what will be the impact?

Trades Union Congress General Secretary, Frances O'Grady, says: "The changes could see hundreds of thousands of vulnerable workers lose out on vital protections at work. This is a deliberate attempt to make privatisation cheaper and quicker.

"Weakening guarantees on pay and conditions will encourage companies to compete for contracts based solely on wage and other employment costs, and not on the quality of service.

"It will also see dismissal and redundancy rights watered down for outsourced workers."

## What Can UNISON Do?

Dave Johnson, UNISON's

# Peter Fryer to retire in March

Branch Secretary Peter Fryer, who will be 65 in August this year, will be standing down in March after many years of tireless support work on behalf of members.

During his working life, Peter has worked in the print and motor manufacturing industries, as a house-husband, a qualified child-minder, an outreach worker and a project leader for a council-run family centre.

During his time at the Pressed Steel works Peter became a TGWU shop steward. He joined NALGO in 1989 when he went to work as the Assistant Project Leader at the Rose Hill Family Centre, becoming the union's Branch Chairman in 1992.

A year later when NALGO, NUPE and COHSE merged to form UNISON, Peter was asked if he'd undertake a three-month secondment to help form a branch for Oxfordshire County NUPE and NALGO members. Peter accepted and his involvement later led to his election as Assistant Branch

Secretary. Peter was elected as Branch Secretary in 2010.

Paying tribute to Peter's work for UNISON, Senior Branch Officers, Janie Slaymaker and Barbara Harper said: "What can one say about Peter - 'The Legend'? Not only is he a legend where his music is concerned - for those of you who aren't in the know, Peter has fronted his blues and rock band now since the sixties and it's still going strong - but certainly a legend for his commitment to the trade union movement.

"We wish to cause him maximum embarrassment by saying he is a gentle soul and very caring, but do not be deceived by this: when he feels that a member has not been dealt with fairly and reasonably, this can all change. Fitting his Leo star sign, he certainly becomes a lion when he needs to protect his members. He is very loyal, hard-working and caring, and has a fighting spirit when provoked -

*continued on back page . . .*

**DATES FOR YOUR DIARY**

<b>7 January</b> Branch Executive Meeting for officers and reps, County Hall.	<b>March</b> (date to be confirmed) Oxfordshire County Branch Equalities Conference, Ruskin College, Headington.
<b>9 February</b> 'Ladies that Brunch', Venue TBA. Come and join members and friends for a get-together over brunch and Sunday papers!	<b>28 March</b> Peter Fryer's Retirement Bash, James Street Tavern. Guest appearance from the Pete Fryer band!
<b>27 February</b> AGM. Come and join us for dinner, speeches and discussion and to welcome officers and reps to the new UNISON year.	<b>6 June</b> UNISON Masked Ball, Oxford Spires Four Pillars Hotel, Abingdon Road.
<b>5 March</b> Women's History Day, Council Chamber, County Hall.	<i>For more details or bookings for any of these events please contact the UNISON Office on 01865 815990.</i>

# NISON EPS

## What's missing?

# U R!

“UNISON values the contribution of every workplace representative. It is committed to providing development opportunities to enable you to fulfil your role effectively, including providing you with a named contact who can point you in the right direction,” says UNISON’s General Secretary, Dave Prentis.

“These opportunities are designed to benefit you as an individual and as part of a collective organisation.”

Oxfordshire County Branch has, at the last count, 20 active stewards, and a further 40 or so workplace reps. More than half of these work for Oxfordshire County Council.

“It’s a question of numbers,” says Neil Browning. “Our Branch has over 5000 members working across more than 700 different workplaces for more than 400 employers. If I did nothing else but meet members at two workplaces a day, it would still take me nearly two years to meet them all. What we need are more members prepared to give a little bit back to the union.”

### One member’s experience of union rep training

One man who has become a representative is Steve Moran, who works for ICT at Oxfordshire County Council. “I joined UNISON as a bit of job security,” he says. “As a member you get free legal advice and representation. Later, though, I realised that

I was good at solving things diplomatically as part of my job. I thought I could use that ability to help some of my colleagues.”

Steve recommends the training provided by UNISON through the TUC. “It was great to meet with reps from other areas like the Police and Health as well as those from different unions. The trainer was fantastic. He got us to see that our problems were similar, and by the end of the day we were working together to suggest solutions. And the food was marvellous.”

Being a rep is not without its frustrations, however, as Steve accepts: “Having to watch things go through the committee process – well sometimes it can seem like the slow death of ideas by bureaucracy. What saves it is the camaraderie, the people,

## Nominations for Branch Committee Roles

Nominations are required for the following Branch Committee roles, all of which are subject to yearly re-election:

Chair, Vice Chair, Treasurer, Communications Officer, Women’s Officer, International Officer, Labour Link, Recruitment Officer, Equality Officer, Health & Safety Officer, Black Members’ Officer, Disabled Members’ Officer, LGBT Members, Sports & Social, Education Officer, Senior Steward L&C, Welfare Officer.

Anyone wishing to stand as a Branch Committee representative must be nominated and seconded, and forms sent to the Branch Office. (Please contact the Branch

especially when we are all working to the same aim.”

### We need more reps

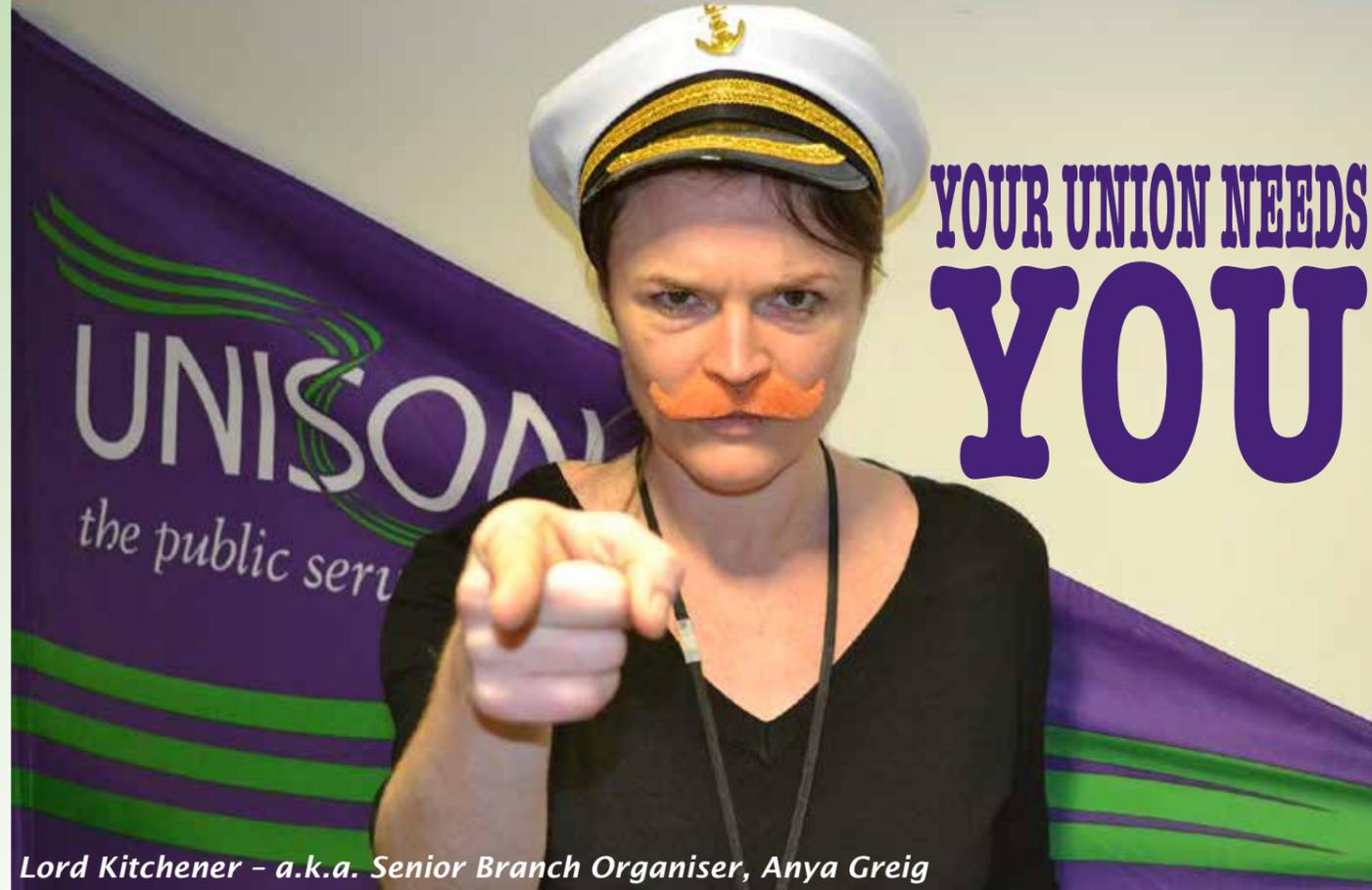
“We need more reps” is Anya Greig’s comment. “If members are the lifeblood of the union, then the reps are the eyes and ears!”

Office if you need nomination forms.)

Stewards or H&S representatives, including existing post-holders, must post their intent of application on local notice boards within the workplace for two weeks.

Signed-off nominations must be returned to: UNISON Office, County Hall, New Road, Oxford, OX1 1ND, Freepost 840, by Friday 24 January.

If more than one candidate is nominated, a notice of election will be posted on the workplace notice-board and an election will be conducted by a Senior Branch Officer.



Lord Kitchener – a.k.a. Senior Branch Organiser, Anya Greig

As Senior Branch Organiser, it’s Anya’s job to be the initial point of contact for new reps, guiding them towards training and helping to organise the buddying and mentoring system.

“People can be as proactive as they wish. At one end of the scale, it might mean acting as a channel for communication – putting up posters, sending emails and, most importantly, talking to colleagues who are members. At the other, well, you can take it as far as you want. This can mean helping members at hearings, advising them of the process and making sure that they are treated fairly. We’re here to help you help others.

“What we absolutely need is people who are able to understand their workplace, the people who work there and what your employer is trying to do. What are the issues you face? And who is the best person from management to speak to at work about making things better?”

“We did a survey in October for Care Home Workers. Out of 60 responses, nine people have

come forward who want to learn more about being a rep.”

### So how do you learn more?

“That’s easy. Just email me at [anya.greig@oxfordshire.gov.uk](mailto:anya.greig@oxfordshire.gov.uk) or call me on 01865 815990. If you email, please put “Kitchener” as your subject.”

### Where do we need reps?

“Everywhere,” says Neil. “Ideally, we need a rep in every workplace. And where people work shifts, like in care homes or in road repairs, if we could get a rep on every shift, that would make a major difference.”

*The message seems to be clear: Ask not what your union can do for you but what you can do for your union!*

## M&S Voucher Prize Winner

We had a fantastic response to the survey of our members in care homes, which aimed to get a feel for what pressures these valuable employees experience.

We are liaising with the regional office and using the survey findings to identify how we can best support these members through training and organising.

Participants in the survey were entered into a prize draw for a chance to win £50 worth of Marks & Spencer vouchers.

The winner was a very pleased Elizabeth Khumalo who said that UNISON had made her Christmas!

## £25 of Marks & Spencer vouchers up for grabs in the search for a new title for the Branch Magazine

We’re looking for a vibrant new name for the Branch Magazine and are inviting members to suggest a title to replace ‘The County Branch’. Simply complete the form below and send it to the Branch Office (address on back page).

The sender of the suggested title deemed by the Senior Branch Officers to be the best will win a £25 Marks & Spencer voucher.

### MAGAZINE TITLE COMPETITION

My suggested new title for the Branch Magazine is:

Name: .....

Membership No: .....

# Have you been tempted to take out a pay-day loan?

## BEFORE YOU DO READ THIS!

By Anya Greig, Senior Branch Organiser and Caseworker, and Daryl Mitchell, Welfare Officer

Austerity has taken a harsh toll on UNISON members from all sectors in recent times. We are seeing the effects of a lengthy pay freeze followed by a below-inflation pay increase of 1%.

This, combined with redundancies, zero hours contracts, reductions in people's hours and hikes in the price of fuel and food, has created a perfect storm, particularly for UNISON members on low wages.

It is not difficult to see why the monthly pay packet is being stretched further and further. For many members this January, the pay packet will run out well before the month does.

UNISON's welfare helpline has taken an increasing number of calls from distressed members whose wages simply no longer go far enough. 'Hard working people' who are 'doing the right thing' are falling into debt and are turning more and more to the quick solutions offered by the ever-expanding pay-day loan industry. It is small wonder then that pay-day loan companies, typically charging 5,000% APR, are announcing annual profits which have more than doubled over the last three years. These loans are very quickly and easily accessible and often lead to our members becoming trapped in a cycle of debt which they are unable to service. The question for our members is, what is the alternative?

UNISON's charity, *There For You*, has established a unique network of credit unions to help members tackle debt and provide a moral alternative to the abuse of pay-day loan companies.

By contacting the UNISON Debtline you will be put in touch with a trained member of staff who will speak to you to understand the nature of your concerns. They will then refer you to any services that the charity *There For You* offers.

This may include referring you to your local credit union where you can access a range of services from savings accounts to low interest loans, to prepaid cash cards that prevent you from going into the red. The products will vary depending on the credit union serving the location where a member lives and works.

There are two credit unions within the Oxford area and the County Branch is seeking to add these to the established UNISON Credit Union network. The Oxford Credit Union is an ethical bank which is owned and run by local community members. Their primary goal is to

offer fair and affordable loans to local people in Oxfordshire.

New members can apply for an introductory loan of up to £500 once they have been saving with the Credit Union for three months.

Established members may borrow as much as they can afford to repay, currently up to a maximum of £2,000. The interest rate is 26.8% APR – that's just 2% a month!

So, this January, before you sign up to a pay day loan, consider one or all of these alternatives:

- UNISON's welfare debtline, *There For You*, on 0800 389 3302 for ethical debt advice.
- Oxford Credit Union - 01865 815 990.
- Blackbird Leys Credit Union - 01865 718 503.
- Small Grants for help with winter fuel grants and help with finance for school uniforms - 020 7121 5620.



**Congratulations to Alison Cowley of Joint Commissioning, whose entry into last summer's Recruitment Prize Draw was first 'out of the hat'. Alison is pictured above with Branch Secretary Peter Fryer presenting her with her cheque for £50.**

# Retired members **ARE ACTIVE**

By John Paine, Assistant Secretary – Retired Members' Section



**No Mince Pies' party at Oxford Brookes on 29 November**

**Social lunches, good speakers at our meetings and interesting coach trips for our 580 Retired Members are mixed with serious campaigning on older people's needs.**

Details of forthcoming events are decided at the monthly meetings held at County Hall on the first working Monday of the month, starting at 10 a.m. with tea and coffee. We then have a speaker – recently the singer Peggy Seager, radio personality Bill Heine, Nigel Fisher on work at Wytham Woods, and Peter Fryer about his visit to rural projects in Nicaragua. This is followed by business and organising our many social activities.

In November we were guests at a good seasonal tea party at Oxford Brookes University, courtesy of the students and staff. Talented students gave a programme of entertainment, we all fed well and won many prizes in the free raffle.

Just two days before, a delegation of members attended the House of Commons to lobby MPs for a decent and adequate Basic State Pension.

At our December meeting

members were given final details for our Christmas Lunch on 9 December and a coach outing to Bath Christmas Market the following day.

So far this year we have had seasonal Sherry & Mince Pies at our 6 January meeting, and have arranged to visit the Tower of London on 11 February.

We are also organising a public event in the centre of Oxford for the national Dignity Day on Saturday 1 February. This will be a joint event with other Oxford unions and older

people's groups in support of the National Pensioners' Convention (NPC) promotion of the Dignity Code. Over 1,500 older people's groups are in membership of the NPC. Many bodies and councils have signed up to the Dignity Code, which states the belief that ALL older people have the right to be cared for properly. This includes in their own home, in a care or nursing home, and in hospital.

Our County Branch RMS has good links with other bodies, including Keep Our NHS Public, Thames Valley region of NPC, local unions including the UNISON Thames Valley Police Branch, and OXPAG. Some members also attend the Branch AGM on 27 February.

If you'd like to be part of the action and social life, why not join us at County Hall on the first Monday of the month? Upcoming dates are: 3 February, 3 March (Retired Members' Section AGM) and 7 April.

You can get more details through the Branch Office, and we would love to see you.



**John Paine and Peter Fryer at the National Pensioners' Convention lobby of Parliament on 27 November**

# The shame of the UK's cold-related deaths

Official figures released in November showed that there were 31,100 additional cold-related deaths in the UK in 2012/13 - a 29% increase - compared to the previous year, and that nine out of ten of these people were aged over 65.

Retired Member Janet Cullup commented: "I was once told that many years ago the Eskimos put their old people outside in the cold to die. We don't have to do this in our country, the Government lets it happen to people in their own homes.

"Please make your voices be heard . . . even you younger ones: things are not getting better, and who knows what is around the corner for any of us."



Janet Cullup and other UNISON members - Martyn Fawcett and Mel Thorndyke - lobbying MPs for a decent and adequate Basic State Pension

## Inviting UNISON women to take part in the 25th Oxford International Women's Festival

By Debbie Hollingsworth, Branch Women's Officer

Oxfordshire County UNISON Branch is taking part in the 2014 Oxford International Women's Festival by holding a one-day introduction to the South East Region 'Women's History Course'.

This is usually a three-day course open to all women members and/or women activists, looking at the history of women in work, society and the trade unions.

The course covers such topics as:

- Women's suffrage
- Women and politics
- Feminist theories
- Women and the trade union movement
- Women in public life

This one-day event will give women the opportunity to learn a little bit about 'our' history, and also to see if they would like to attend the full three-day course (which will be sometime between 5 and 16 March at County Hall). For confirmation of the exact date and to register, please contact Anya Greig at the Branch office on 01865 815990.

I hope to see some of you there.

## Inviting Unison Women to join us for Sunday Brunch

We are really struggling to set up the UNISON Oxfordshire County Branch self-organised groups: black members, disabled members, Women and LGBT.

We realise that for many of you, time at work and home is precious but it would be fantastic if some of you could come along to Bills in St Michael's Street (off Cornmarket) on Sunday 9 February from 11 a.m. to 1 p.m. to enjoy a chilled-out breakfast, early lunch or just a drink.

We would like to find out who you are and what's going on for women in Oxford. This does not have to be about work or UNISON.



Debbie Hollingsworth

We hope to see some of you there.

Debbie Hollingsworth - Branch Women's Officer  
debbiehollingsworth@connectionfs.org

Colleen Mitchell - Black Member's Officer  
Colleen.Mitchell@oxfordshire.gov.uk

## Join UNISON - essential cover if you work in public services

Simply complete the form below and hand it to your Branch rep or post it to your Branch office (address on back page). If you don't want to cut up your copy of the magazine, you could send us a photocopy.

### 1 Tell us about you

Title	First name	Surname/family name	Date of birth / /
Home address			email
Postcode			Phone number (please indicate if home, work or mobile)
National insurance number (from your payslip)		Please give your ethnic origin: (tick one box)	
<input type="checkbox"/>		<input type="checkbox"/> Bangladeshi <input type="checkbox"/> Pakistani <input type="checkbox"/> Black UK <input type="checkbox"/> Black other <input type="checkbox"/> White UK <input type="checkbox"/> Chinese <input type="checkbox"/> Asian UK <input type="checkbox"/> Black African <input type="checkbox"/> Irish <input type="checkbox"/> White other <input type="checkbox"/> Indian <input type="checkbox"/> Asian other <input type="checkbox"/> Black Caribbean	

### 2 Tell us about your job

Employer's name	Your job title/occupation
Workplace name and address	Payroll number (from your payslip)
Postcode	

### 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.
- 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.

Signature	Date
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Please go to [unison.org.uk/privacy-policy](http://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 holders(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

## Peter Fryer to retire

continued from page 5 . . .

but boy, he needs a lot of provoking! Foibles – mmm, too many to mention here . . . but we would not change him for the world.

“So, on behalf of ourselves and the rest of the office here – Mandy, Benjamin, Neil and Anya – we want to wish Peter well for his future retirement. Big shoes to fill but we’re sure he will always offer any support required to his successor.

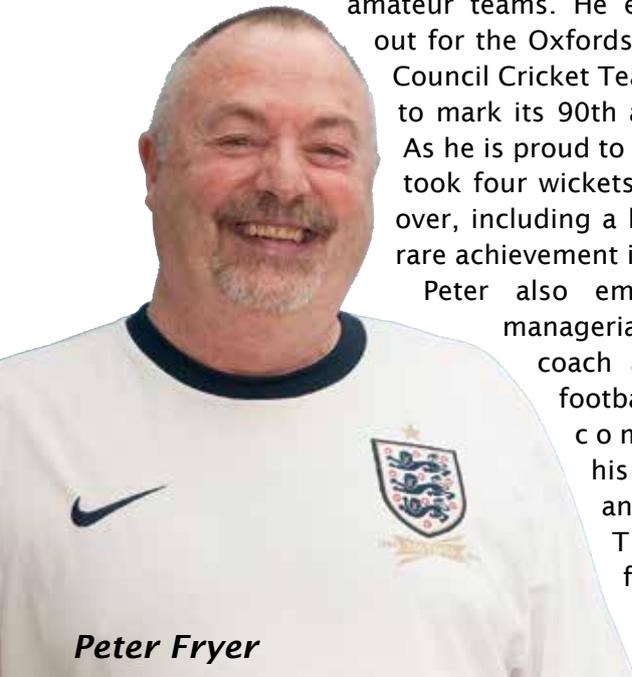
“See you at your gigs, Peter. Love from Janie and Barbara.”

Asked to list the highlights of his time in UNISON, Peter said: “Helping to achieve single status, which brought manual workers onto the same conditions as office staff. Also my involvement in formulating the Job Evaluation Scheme with Sue Corrigan, OCC’s Human Resources Manager, and subsequent negotiation. It’s still running successfully today.”

Away from the office, Peter has always been interested in sport and has played cricket and football for various amateur teams. He even turned

out for the Oxfordshire County Council Cricket Team last year to mark its 90th anniversary. As he is proud to point out: “I took four wickets in a single over, including a hat-trick – a rare achievement in cricket.”

Peter also employed his managerial skills to coach a six-a-side football team comprising his two sons and their Tanzanian friends, steering



**Peter Fryer**

them through to win an Oxford United trophy.

However, Peter’s proudest boast is that he’s shortly to become a grandfather for the first time in May.

Peter is an ardent football fan, supporting Oxford United for 25 years. In June he’s off to Brazil with his wife, Liz, where they’ll see four World Cup matches before going on to visit Argentina and Uruguay.

Back in the UK, Pete will continue to wow audiences with his band, which will be performing at his retirement bash at the James Street Tavern on 28 March.

All the best, Peter, in your well-deserved retirement.

## CONTACTING OXFORDSHIRE COUNTY UNISON BRANCH

Always keep abreast of your UNISON local and national news via the Branch website – [www.oxfordshireunison.org.uk](http://www.oxfordshireunison.org.uk) and/or the Branch facebook page – [www.facebook.com/pages/Oxfordshire-Unison/103859879708568](https://www.facebook.com/pages/Oxfordshire-Unison/103859879708568)

Should you ever need to contact Oxfordshire County UNISON Branch please do not hesitate to do so.

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