

UNISON

DERBY CITY BRANCH

Here for you

Our Year In Review - January 2022

ANNUAL GENERAL MEETING ANNOUNCEMENT

Friday 25 February 2022 - 6pm for 6.30pm start
At Derby Conference Centre
After UNISON Business, Live Band, Free First
Drink, Hot Food Buffet and Disco. Book your
place now.
Read more inside...

IMPORTANT

**We are aware of potential job losses across many
teams within Derby City Council.
We urge members to contact us so we can support you.
Please email contactus@derbyunison.org**

**In this
issue**

Branch Officer Updates
Free Training For Members
Regional Report
Annual General Meeting
Fairness and Equality
LGBT+ Conference Update
and much more...



Our Year in Review - Page 2

Branch Secretary Report

Hi Everyone,

WOW how is it the start of 2022 already, while we reflect on the year gone by, we also need to pause for a moment and remember friends, family, and colleagues we have lost throughout the year. Our thoughts are with you all who have suffered any form of loss this year.

We have had some good times, sad times and trying times over the year, starting in January 2021 when we had the would they or wouldn't they announce a new lockdown to reduce the covid spread, this was followed by UNISON supporting our School members with complicated section 44 notices.

In February we had virtual AGM and a virtual Womens conference, Also a small win for a group of ladies who fought for a pay increase they didn't get the pay rise but were awarded a payment as a gesture of acknowledgment of hard work and dedication during the pandemic.

In March I personally supported a member who was desperate to return to work and needed some reasonable adjustments in place, the employer repeatedly saying they couldn't afford to do this, It didn't cost the employer a penny, they just needed to be flexible, allow additional breaks and later starts. Our member is now back full time and so grateful for the support. It these wins that matter most!

April gave us an opportunity to catch up on eLearning and our training, while we started our branch discussions around what learning we could offer members. We also hosted our very first World Book Night event. May left us continuing our work with members in the leisure service, this work is ongoing, and we are hopeful members will be TUPEd to the New Moorways Sports Village Venue.

June, we had a UNISON first, of our conference being online, I also used my own car as a car boot cafe and visited one of our care homes within Agincare to meet with members, Coffee and cake from my car boot was fantastic - our members here have faced changes to pension, and sickness pay.

July, we launched our children's Homes survey the results told us what we already knew but gave us the evidence to present to the employer. We also had Harmony Trust sign the Protect our Jobs agreement.

August was also very busy with our school members desperate for clarification of what would happen in September when they returned to a "normal" ways of working,

September we launched our family baking and yoga - online learning. The family baking was a fantastic Saturday morning and with a reward of some amazing cakes, it was great to see our members with their families. Jess the tutor is fantastic and gave lots of great tips for successful baking.

Online yoga is also a fantastic way to welcome the weekend, Claire the tutor has such a calming and relaxing voice. Keep an eye on your emails regarding more baking and joining the yoga sessions. I've been told, we are having valentines baking, mother's day baking and Easter baking - WOW I also know that armchair yoga is coming in the new year.

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HELP US END
PERIOD
POVERTY



Can you Help us End Period Poverty?

We hope you will get behind our campaign to donate to our local charities who give sanitary products, unopened toiletries, or baby wipes to girls and women here in Derby.

When you go shopping buy an extra packet of any sanitary products, unopened toiletries, or baby wipes to donate to us, every donation will help someone in need.

If you are able to support please contact us on
contactus@derbyunison.org
or call us on 01332643216 / 643217

Our Year in Review - Page 3

In October - We finally officially opened the branch - it was a great day and was wonderful to see so many people attend to join in the day's celebrations.

November, a few branch officers started to attend some face-to-face training, it was great to be out of the office and seeing people but also increased anxiety with travel and mixing. We also had a very successful Stars in our Schools event, where we had a Hidden Hero winner at Ivy House School. We also awarded the branch runners up in the hidden hero's competition on at Allenton Primary and St James Juniors.

Sadly, During this month, we have learned of increased covid cases and the new variant, only recently the government has updated restrictions and asked people to work from home. Derby City Branch, did this immediately, and cancelled our Christmas events. Unlike NO 10!!!!

And that was my year.... We are currently in our nomination period for the next term of office. I hope to continue to be your branch secretary for the year of 2022, but for now, I'd like to thank all Branch Officers, Stewards, H&S reps, ULRs and the regional team for the dedication to our members in what has again been a difficult year. Our ability to change how we work at the speed of light is nothing short of impressive.

I hope you have all had a nice Christmas and a good start to 2022, and for those who have been working thank you for keeping vital services in Derby running. I wish our members a very hopeful and peaceful 2022 for us all.

Becky Everett - Branch Secretary

beckyeverett@derbyunison.org



We had a Fantastic result for the HGV drivers at the Stores Road depot just before the Christmas Break, you asked UNISON to fight for your Market rate supplement and we did and after numerous conversations and without the need to ballot - you won! Well done to all of you for standing together. Together you are stronger. Excellent work from stewards, branch officers and members.



Our members receive our essential cover and support, have access to exclusive benefits and can take advantage of many training opportunities.

Lighthouse Financial Advice
Travel insurance
Pre-paid Plus Mastercard
UNISON protect accidental death insurance
UIA home insurance
Pet insurance
UNION energy
Learning and development

Car insurance from LV
Vauxhall partners programme
Breakdown cover from LV = Britannia
Rescue
UNISON Drive
Wellbeing
Health plans
Vision Express
Dental plans

UNISON rewards
UNISON protect - family protection insurance

Personal and career development courses
Financial support for learning
Courses for reps and activists
Legal advice

Travel club
Croyde bay holiday resort

Simply Visit...

benefits.unison.org.uk

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Annual General Meeting - Friday 25 February 2022 Arrival 6pm AGM Start at 6.30pm



The AGM will finish at 7.30pm and be followed by a 2 course Indian Hot Buffet, then a live band and Disco. The Bar will be open till 1am

On arrival each member will receive one FREE Drinks Voucher to be redeemed at the Bar.

Please let us know if you are able to attend and have any dietary requirements by clicking here - <https://forms.gle/QSBoVsLZgGmhY3FT9>

We strongly advise that you all take a lateral flow test before attending the AGM.

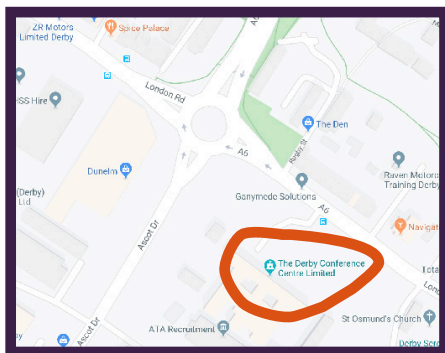
Non-members are able to wait in the bar until the AGM is completed

If you would like to book a table for UNISON Members please let us know by emailing contactus@derbyunison.org

You can also book a nights stay at Derby Conference Centre at.... <https://www.google.com/travel/hotels/s/Unq1n>

Please also contact us if you have any special requirements or details in accessing our AGM. by emailing contactus@derbyunison.org or calling us.

How to get there...



Address - Derby Conference Centre, London Rd, Derby,

DE24 8UX
Parking will be available on site.
(scan or click QR code to view location)



Agenda, Minutes and supporting documents and zoom advice

You will be able to access the agenda and minutes by visiting this link...

<https://bit.ly/3f9vXmz>

If you would like hard copies please contact us and we will be happy to post these out for you.

DON'T MISS THE CHANCE TO BE INVOLVED IN THE FUTURE OF YOUR BRANCH!

Free Training for Members

There are hundreds of free training courses for UNISON members Just follow this link: <https://learning.unison.org.uk/skills-academy/>



If you don't know your unison number send an email to Contactus@derbyunison.org title membership number request and include full name and address inc postcode and we will respond within 3 days

Retired Members Update



We have many exciting opportunities coming up for our retired members, We are starting armchair yoga in the new year for all members, and you would be more than welcome to attend, We are also hosting the Retired members meeting in December. We are looking at arranging bus trips and days out, but we need you to let us know what is of interest for you, Do you want a trip to London to see a show? do want a meal out? another afternoon tea? day trip to the seaside tell us, we can make it happen for you.

We can also arrange learning opportunities for you, We are never too old to learn and what a great way to keep our brain alert, Did you have an urge to learn a new language and never got round to it, Did you wish you could arrange flowers, do you get fed up of children / grandchildren always on their phones - do you need to learn how to use a smart phone - we can help you with that to.

Just get in touch Telephone: **01332 643216 / 643217**
or Email: contactus@derbyunison.org



Chris Wheeldon - Retired Members Officer

Branch Treasurer Update

My name is Julie Walker and I have been Branch Treasurer for the last year, and too many previous years to mention. I am also Steward and Health and Safety Representative for Derby Homes.

Finances the past year have remained stable, as expenditure has been limited due to majority of our conferences have been virtual, and only two conferences were attended by Branch Officers towards the back end of the year. The Branch has therefore been able to build on the monies we had and continue to top up our Industrial Action Fund – just in case!!

I am at present completing the Year End procedure to close the books to enable the Auditors to audit prior to the AGM.

I also sit on the Region Finance Committee as Vice Chair, and in 2021 I was elected as Chair for the Regional Housing Forum and Co-Chair for the Regional Women's Committee. I am also a delegate to Regional Committee to ensure, along with my colleagues, that Derby City Branch member's voices are heard.

Derby Homes

I am so happy that going into 2022 Derby Homes now has a further 7 Stewards and Health and Safety Stewards, as a result of the elections this year this is an amazing achievement for Derby Homes, and I know that this will enable UNISON to continue to grow the good industrial relations with management. When I first started as a Steward, UNISON had several representatives, which have slowly diminished, but UNISON is now going into 2022 in a position to support and represent Derby Homes members in all areas of the Company.

Julie Walker

juliewalker@derbyunison.org

UNISON Annual Health and Safety Report 2021

Coming to the end of 2021 we have come out of lock down, only to be hit by restrictions in December, due of the new variant of covid19 called Omicron, so we are back to wearing masks in supermarkets, work place, public transport and public events. Secondary School children are having to wear face masks again in their schools. If you have not had the Covid vaccine I urge to get it. Also, make sure you book your Covid booster to give you more protection. I would also recommend asking your GP about the Flu jab.

Some great news is we at Unison Derby City have managed to recruit new health and safety reps and they have been ratified by the Committee. They are Rich Ruston, Ashley Cutts, Simon Baker and Matthew Bestwick. I know we are going to make a fantastic team and a couple of them have got experience in health and safety already. Its great having eyes and ears in the workplace. If you think you might want to be a health and safety rep, contact the branch, training will be provided, and ongoing branch support is always available.

This year I am looking forward to hopefully getting back to normal and starting site visits again, everything has had to be put on hold because of Covid.

I should point out that the government has said that Long Covid is not reportable on RIDDOR.

There has been hearing tests and pulmonary tests taken down at Stores Road for people who work across the council. One such test picked up a shadow on someone's lung, let's hope that the person will be alright.

UNISON Derby City Council Branch Officers also have a presence down at the council house Thursday's and Friday's. so if you have any queries just pop down any see us once we return to office working.

I hope 2022 is going to be better than 2021, in respect to Covid and we can all enjoy our annual leave again.

Dennis Jackson

dennisjackson@derbyunison.org

Update your membership

Update any changes to your personal details, name changes, address changes, phone numbers, email addresses. Let us know to keep your membership right up to date.

Email us contactus@derbyunison.org



Did you know?...

Unisons emails are tailored to the information you give us, for Eg if you work in a school you will get emails relating to education - if you work in the care sector you will get emails related to care services - it's important to update your place of work details. **If your workplace has changed email us contactus@derbyunison.org**



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Derby City UNISON provides amazing support to members in need. Here is a flavour of REAL cases from this year:

- **Derby City Council group grievance to challenge lack of consultation on changes to job roles. RESULT, senior management intervention and agreement on better respect for staff going forward;**
- **Long-term sickness absence for LEA school member following threats to redeploy into new role. RESULT, joint agreement to leave with settlement and agreed job reference allowing both parties to move on amicably**
- **Pregnant member facing redundancy when employer should protect the job, RESULT, successful removal of post at risk**

Why do we go the extra mile to negotiate?

Because it is what our members expect, and we deliver. You need to be in membership for 4 weeks BEFORE an issue arises if you want access to legal advice. Tell your colleagues to join us NOW so they get the support when they need it.

Welcome to all our new members

We would just like to say a very big welcome to all of our new members at Derby Homes, Derby City Council and all other areas of our branch. it's fantastic to know you have now joined us and we can support you from now on. Don't forget you can always recommend a colleague to join us, just get in touch. Look out for more updates and exciting things coming in the future.

Don't Forget you can access the UNISON Knowledge Base at any time by clicking here

<https://www.unison.org.uk/get-help/knowledge/>

Assistant Branch Secretary Peoples Services

My name is Ian Middleton and I have been in post full time since the end of June this year. It has been a very busy and interesting 6 months since I started my role.

We managed to have our branch official opening day after some delays due to the ongoing Covid situation. This was a great day and it was lovely to see some of our members in person.

We also took some of our retired members for afternoon tea this year. It was a pleasure to be involved in this and listen to the experiences and knowledge of our retired members.

I am now in the council house on a Thursday and Friday. If any members want to pop by and say hello it will be lovely to see you. We are on the ground floor near fire exit 3.

I have just finished a certificate in employment law course this year. This has given me more knowledge and confidence to represent our members.

I have responsibility for peoples services and have dealt with various cases over the last six months. It has been an interesting time and I will continue to work together with my colleagues to represent our members and ensure they are treated fairly.

Ian Middleton

ianmiddleton@derbyunison.org



Check your subs!

Check your wage sheet to ensure unison subs are being deducted (if you pay via salary) - especially important if you are TUPED over to a new employer.

When you need us, one of the first things we check is if subs are up to date. If you have a pay rise or pay decrease inform us so your subs are amended.

East Midlands Regional Report

It has been an incredibly busy few months since last time I wrote to you, with the branch and your regional team working flat out, to make sure that members are getting the best possible representation and support from us. Before giving you my end of year report, I would like to welcome Sean Kelly-Walsh, our new Area Organiser working in the Derby City team. This means that we are sadly saying goodbye to Brian who is on paternity leave for the year to look after his new son, and while Brian will be missed, I'm sure everyone will share my joy for him and his family!

Sean has hit the ground running since he joined the team and has been working with me as Regional Schools Lead and Becky as Chair of the Regional Schools Committee, to organise the regions Stars In Our Schools week. As a region we visited over 500 schools and presented 11 Hidden Hero Awards, including to a Derby City Branch winner at Ivy House Special School. Our Hidden Hero Award event was a huge success in which we, not only provided a delicious cake and chocolates to all Support Staff, but we worked with a Rep and the Schools Senior Leadership Team to make a huge fuss of Jordan, a fantastic Teaching Assistant. To say Jordan was surprised was a bit of an understatement.

Derby City Branch led the way in delivering 36 cakes to as many schools and talking with School Support Staff at every opportunity. In addition, Regional Organisers supported the Branch by delivering School Packs and tins of chocolates to a further 26 Schools across Derby City. Throughout Stars Week, the Branch were extremely visible on the ground, as well as on social media, and even made time to award one of our Hidden Hero runners-up, with a flowers and chocolates.

As a team we have been getting back into workplaces, meeting members, and supporting them to make a difference at work. In addition to visits to schools for Star in Our Schools week, we have been visiting members, answering their questions, and supporting them when their school is transferred to a new academy chain.

We have been out with the Car Boot Café at the Agincare Queensferry Court and Foyle Bank care homes

to support members as their terms and conditions are slashed, standing with the members affected as we secure delays and concessions. The employer is still insistent on the changes and the use of Fire & Rehire to force them through if they are not accepted, showing that as trade unionists we still have lots of work to do to get this terrible practice outlawed.

We have been supporting national and regional campaigns in Derby. In September we visited workplaces as part of the NJC consultation on whether to accept or reject the derisory 1.75% pay offer. Members chose to reject the offer and go back to the employers to demand a better offer. The NJC flat out refused to renegotiate, and as such we will be out supporting the full industrial ballot over December and January. We are already visiting the Council House, Stores Road Depot and Derby Homes in December, but if you want us to visit your workplace in January to hold an NJC ballot event, please get in touch with Matt at m.dwyer@unison.co.uk.

We know many of our members face lots of uncertainty in the coming months and often work in the face of adversity every day and we salute you. We have thoroughly enjoyed working with the branch this year from celebrating members to holding in employers to account, it really is a team effort.

Finally, we want to wish everyone at Derby City UNISON a Happy New Year, and a brilliant 2022!



Regional Team- Emma, Sean & Matt

Get involved, become a steward

Whatever your problem at work, from broken central heating to mass redundancies, UNISON workplace representatives (reps), stewards and other activists work together to protect the interest of members.

Get intouch with us if you want to get involved more, everyone can make a difference no matter how small.



Why Not Share this Newsletter with a Friend?

Go on and share this newsletter with a friend who you think would like to be kept informed. Also if they don't receive it help them to update their contact details, send us an email to contactus@derbyunison.org



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Branch Chair, Communications officer and LGBT+ Officer Update

For the past 6 years I have been ensuring that the branch are communicating effectively where possible, using social media and the website as well as traditional communication methods including this annual review you are reading now. you may see part of my work in The Derby Intu Centre where we now have a Digital Advert on the screens and also certain derby area magazines advertising our branch.

Using my Marketing and social media knowledge from my job roles I have made sure that the branch informs our members regularly. I am always keeping myself informed with national changes to Employee rights, National Campaigns, and anything that affects members.

I am proud to say that I am the Chair of the Branch and ensure that branch business can be carried out effectively and efficiently to move branch business along, and that members are supported.

This year due to Covid - 19 conferences that I would normally attend have all been cancelled but I have ensured I keep upto date on anything that would affect the branch and ensure this is shared appropriately. I did however attend the LGBT+ Conference in person and you can read my blog of this by clicking on the following link and I also attended the virtual LGBT+ Regional Meeting to ensure I'm networking with other LGBT+ members to support you. This year I will be linking up with local LGBT+ organisations to ensure that I can share their opportunities for those that may like to take part in the future.

I am now also a Steward for Derby Homes Staff. I am part of the Steering group for the Work Stress Network.

Richard Platt

richardplatt@derbyunison.org

WE SEND A MESSAGE OF SOLIDARITY DERBY COUNTY FANS, STAFF AND PLAYERS

We are saddened to hear about the issues surrounding the future of the club and we send Solidarity.

If our UNISON Members have members of their family affected by the current situation we can support them through your membership, so please get intouch.

Fill out the Petition to get the Sports minister to look into the ongoing situation between the English Football League (EFL) & Derby County by clicking

here <https://bit.ly/3qGvezi>



Fairness and Equality

PLEASE REMEMBER - Everyone is entitled to be treated with dignity and respect. The ability to live and work without prejudice is a fundamental right, regardless of your background, sexuality, disability, identity and experiences.

One of UNISON's main aims is to help workers fight for fairness and equality in the workplace and beyond. Challenging discrimination and winning equality is at the heart of everything UNISON does.

Besides the right not to be discriminated against or bullied, fair treatment also includes dignity at work, access to opportunities and equal working conditions and pay.

There is never a wrong time to speak up!

Contact us or read more here...

<https://www.unison.org.uk/about/what-we-do/fairness-equality/>



UNISON LGBT+ CONFERENCE

Your Branch LGBT+ Officer Attended the LGBT+ conference in November, you can click on the following to read the blog of what happened, what motions were voted on and see what the unions priorities are to protect you our members.

<http://derbycityunison.co.uk/category/conferences/lgbt-conference/>



Welfare Officer Update

It has been another busy year; we have celebrated the official opening of our Derby City Branch, hopefully I can now have face to face meetings you, but yet again COVID will decide that!

This year I have completed a variety of training and professional development courses, including the "There for you" Welfare officer training.

Our unique registered Welfare charity 'There for you' have continued to offer financial assistance, confidential debt advice, grants and support to many of our members.

I am here to support you if you require help with the 'There for you welfare' applications.

No other trade union offers a welfare service on a scale such as UNISON, if you would like further information on this, please contact me

I have continued to circulate information power points on current issues or member requests including; Debt support, Bullying in the Workplace, Domestic Violence, Coping with change, and working with cancer.

These have received positive feedback and are helping to develop links with employers and members. If you need copies or requests, please let me know.

These are still challenging times and looking after your health and wellbeing has never been more important, so please continue to use the confidential telephone listening service which is available each Weds Please feel free to call me any Weds or leave a message and I will call you back.

I would like to take this opportunity to thank everyone that supported myself and UNISON There for You in 2021.

I hope you all have a very Merry Christmas and a wonderful New Year! Best wishes

Jayne Daniels

Jaynedaniels@derbyunison.org

Free Confidential Listening Service

For members who may not want to take their problems further within Unison, but still need someone to talk to in confidence. you can Call Jayne any Wednesday or leave a message and she will you back. **You can call Jayne on 07963258748**



Assistant Branch Secretary - Education, ULR Lead and Labour Link

My school St James Juniors joined Derby Diocesan Academy Trust (DDAT) , due to this I am only in the Branch Monday to Wednesday and in school the rest of the week.

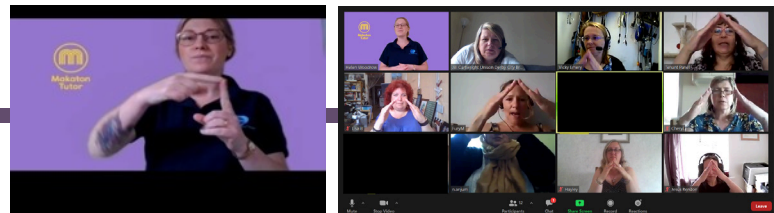
During the year I have attended many meetings either virtually or more recently in schools, supporting our members. They have varied from attendance meetings to supporting members through ill health retirement. I have also attended TUPE meetings ensuring our members terms and conditions remain the same or better as they TUPE across to a new employer, having been TUPEd myself I know and understand the stress, queries and concerns member have. I am proud to have supported the amazing members of this union during the past year.

As 2021 is nearing the end, we find ourselves extremely worried about Covid 19 and all that it brings. School Support staff have and continued to ensure all the children of Derby are accessing the best education. From myself and the branch I want to say a great big thank you for putting the children first at all times during the pandemic. I wish all you and your families a healthy new year.

The branch has put on many courses over the year, Introduction to Makaton, Level one Makaton. Both sessions were well attended and over subscribed.

We have baking with Jess, just before Christmas many members joined a family baking session and were making a Christmas Yule Log, it was amazing seeing families baking together and having fun. There were some amazing Yule Logs- sadly one of them wasn't mine lol. Every Friday we have put on Yoga at lunch time, next year we are looking to do armchair yoga. Due to the pandemic all the courses have been online and looking more likely will remain online for sometime to come.

Here are just a few photos of what we have done this year.



Labour Link- during the year I have attended the launch of Labours manifesto for the local elections early this year. Former branch rep Sue Bonser was elected as a councilor. I have been unable to attend many meetings sadly due to other commitments.

Jill Cartwright

jillcartwright@derbyunison.org

Did you know we have a retired members group? Would you like to still be involved and take part in helping future activists with your knowledge and experience? You can join for a fixed price of £15 to Join don't hesitate to contact us below.

Please feel free to cut out the below to keep to remember how to contact us

Our New Location

We couldn't be more proud about our new offices, we officially opened the Branch in October 2021 and we cant wait to see you when current Covid-19 restrictions change. We will let you know as soon as it is safe to do so.

We have two private meeting spaces and a communal space where we will be able to engage with you, and also deliver small training sessions, also providing desk space for our officers to work effectively in the future



Contact us

**UNISON Derby City Branch,
59 Roosevelt Avenue,
Chaddesden,
Derby, DE21 6JR**

Telephone:

01332 643216 / 643217

Email:

contactus@derbyunison.org

How do I Join?

From
£1.30
a month

You can become a member anytime for support and help.

Call **FREE** to join - **0800 171 2194**
or Visit join.unison.org.uk

Keep informed

Make sure you Like us on Facebook and follow us on twitter for regular updates and information

**facebook.com/
unisonderbycitybranch
twitter.com - @unisonderbycity**

or visit our website on

www.derbycityunison.co.uk

there
for you

Members experiencing financial and emotional difficulties can contact our welfare charity, There for You, which provides a confidential advice and support service for members and their dependants.

supporting UNISON members
when life gets tough

For more information contact us on **020 7121 5620** or email thereforyou@unison.co.uk or contact us for more information