

Welcome to issue 5 of the Lancunion. Apologies for the delay in this issue reaching print but we have been exceptionally busy over recent weeks with issues surrounding the Privatisation agenda as well as a seeming surge in disciplinary and potential disciplinary hearings.

Members attending the AGM recently were informed of Unison fears that the numbers of suspensions and disciplinary issues in all trusts covered by our branch seemed to be on the increase. Lancashire had fortunately not been caught up in this spiral at the time and hopefully won't be going forward. That said however there does appear to have been a significant increase in hearings in Lancashire recently. One can only wonder if this is due to the privatisation agenda and a new harder edge in HR policy because of this. That said there have been no recent amendments to HR policies recently, so such an increase in hearings cannot really be put down to this.

The increase in hearings may relate to dips in performance and/or conduct of members, who are currently totally demoralised by the seeming uncaring march of the organisation towards an uncertain future. Whilst this may be an issue, the continued levels of team performance across Lancashire and the achievement of almost every objective that is set would appear to discount this. Who knows what the reasons for the surge are?

Suffice to say Unison will continue to represent members throughout the no doubt difficult times ahead and campaign for a caring and supporting organisation for both staff and offender.



Neal Brookes and Helen Ementon
Lancashire Stewards

WHAT'S NEW?

PQF

Following on from recent meetings we are pleased to report that management have confirmed that all people currently involved in the Probation Qualification Framework, will be supported to the end of their qualifying period. This had been a major concern for people already on the pathway given the Government's insistence that Probation Privatisation should be in place by 2015. While the recent assurances on support until qualification are welcomed, there are still no guarantees of future employment for qualifiers as Probation Officers either as part of the public or private companies the Government envisage delivering probation. The good news remains however that at least those involved will be able to achieve qualification.

Qualifications for all!!

Members will have seen recently that the opportunity to attain NVQ3 qualifications has been offered to PB2 and PB3 staff across Lancashire. This is a shared objective for both LPT management and unions as we look to up skill our workforce. In the event that we are unable to stop the Government juggernaut toward privatisation, it is essential that all our members possess as many qualifications as possible. NVQs are not only a statement of competency to undertake your existing role, they are an indicator to whoever cares to ask of your potential skill set. Clearly we would argue that our staff are best qualified to retain probation work and deliver a service to our local communities. If we are all suitably qualified, that gives us a massive edge on any potential competitors for employment.

If you have not already achieved a qualification please take the latest opportunity to update and PROVE your skill set. In the coming months Unison, in conjunction with NAPO and management will be looking

to increase educational /vocational training opportunities for all as part of the learning agenda.

££££££££.....

Unison have recently approached the Blackpool Fylde and Wyre Credit Union to enable members to save and arrange loans at rates better than most commercial lenders and certainly better than those offered by pay day loan companies. In these times of increasing financial pressure on members finances, Credit Unions offer an opportunity to make the most of your finances without losing an arm or a leg to an unscrupulous lender. Members savings would be guaranteed just as if they were deposited in a high street bank. There is also the opportunity to open Xmas accounts specifically to ease financial pressure later in the year. Negotiations are at an early stage but we are nevertheless hopeful of achieving our objective. The current catchment area for the credit union is all those members who live and/or work in the FY1 – FY8 and the PR1 – PR5 postcode areas.

.Hopefully this will include many of our existing members. At the time of writing we are waiting further contact from the Credit Union as we are seeking to enable all Probation staff across Lancashire to access the facility. Once the membership criteria are confirmed we will seek the assistance of LPT management in allowing a payroll deduction arrangement to allow members to save and repay loans direct from their salaries each month rather than via postal payments. Watch this space for future information.....

Congratulations

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We know we said that Privatisation issues would be dealt with via other media while Lancunion concentrates on ongoing issues but it would be wrong not to mention the overwhelming response from members to the recent survey against privatisation. 99% of those surveyed oppose the proposals to privatise the service (did 1% of members misread the

question?) and 85% said they were prepared to back that opposition up with industrial action if necessary. Surely the Government must listen to the evidence of the survey and the level of opposition before it is too late?Lets hope so.

Finally

Unison are becoming increasingly aware in Lancashire, of management's seeming ignorance of existing policies and agreements. Fortunately at a recent Union /Management forum it was confirmed that the policies documented on Phoenix for all to see are the ones that we must all operate under. . Members are urged to familiarise themselves with them all (particularly those on social media) in order to avoid any further escalation in disciplinary hearings or arguments about HR interpretation. We have no doubt that if a brave new world is forced upon us all, these policies that form part of all of our terms and conditions will be under even more pressure than they appear to be now.

Membership Form

If you are not already a member and would like to join Unison then please complete the form overleaf and return to either Neal Brookes at the address given or to Helen Ementon at Blackpool Probation office at Avroe Crescent



Somebody once said that a picture can paint a thousand words – well that's OK if you can draw!!!!!!!!!!!!!!

If you can draw cartoons or can help us to include illustrations in future issues we would love to hear from you.

We would also welcome input from members, so please get in touch with Neal or Helen

That's all for this month.....

Join UNISON – your friend at work



Please fill in this form in BLOCK CAPITALS using black ink and give it to your UNISON rep or steward or post to the address below

1. YOUR PERSONAL DETAILS Please tick or fill in the boxes below

Mrs	Ms	Miss	Mr	Other
First name				Other initial(s)
Surname/Family name				Date of birth
Home address				
Postcode				

National Insurance number (from your payslip) Please tick this box if you require materials in a different format (eg large print or Braille) – be sure to supply contact details below. Please give a telephone number/voice/text/email address for UNISON to contact you – indicate if work or home

How would you describe your ethnic origin?

<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Asian other	<input type="checkbox"/> Black UK	<input type="checkbox"/> Black other
<input type="checkbox"/> Chinese	<input type="checkbox"/> Indian	<input type="checkbox"/> Black	<input type="checkbox"/> White UK
<input type="checkbox"/> Pakistani	<input type="checkbox"/> African	<input type="checkbox"/> Irish	<input type="checkbox"/> White other
<input type="checkbox"/> Asian UK	<input type="checkbox"/> Caribbean		

Contact tel/voice/text/email

2. YOUR EMPLOYMENT DETAILS

Employer's name
LANCASHIRE PROBATION TRUST

Your job title/occupation

Department/section

Workplace name and address

Payroll number (from your payslip)

Postcode

3. WHAT YOU WILL PAY – FROM 1 October 2008

Please tick the appropriate box for your earnings before deductions.

YOUR SUBSCRIPTION—WHAT YOU PAY		per month	per week	Annual pay	Band
Weekly pay	Up to £38.47	£0.30	£0.30	Up to £2,000	A
£38.48–£96.16	£2,001–£5,000	£0.81	£3.50	£2,001–£5,000	B
£96.17–£153.84	£5,001–£8,000	£1.22	£5.30	£5,001–£8,000	C
£153.85–£211.53	£8,001–£11,000	£1.52	£6.60	£8,001–£11,000	D
£211.54–£269.23	£11,001–£14,000	£1.81	£7.85	£11,001–£14,000	E
£269.24–£326.92	£14,001–£17,000	£2.24	£9.70	£14,001–£17,000	F
£326.93–£384.61	£17,001–£20,000	£2.65	£11.50	£17,001–£20,000	G
£384.62–£480.76	£20,001–£25,000	£3.23	£14.00	£20,001–£25,000	H
£480.77–£576.92	£25,001–£30,000	£3.98	£17.25	£25,001–£30,000	I
£576.93–£673.08	£30,001–£35,000	£4.68	£20.30	£30,001–£35,000	J
£673.08+	over £35,000	£5.19	£22.50	over £35,000	K

Please tick the appropriate box to indicate how often you are paid

Weekly
 Fortnightly
 Monthly

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

4. POLITICAL FUND

UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below.
Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide information to UNISON to keep my records up to date
- I authorise deduction of the following Political Fund payment as part of my subscription: Tick one box only
 Affiliated Political Fund General Political Fund

Now please sign and date below

Signature

OTHER WAYS TO PAY
 direct debit cheque

Date

PLEASE RETURN YOUR COMPLETED FORM TO:

Neal Brookes, AEH, Unit 1, Block B, The Pavilions, PRESTON, PR2 2YB RINGTON.

DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes.

We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they, may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box