

pay matters

A FAIR DEAL FOR PUBLIC SERVICE WORKERS

UNISON says 're-open' now!

In April this year, a three year pay settlement was agreed for NHS staff. Since then, prices in the shops and at the pumps have soared and more and more NHS workers are finding it hard to make ends meet.

In addition, public sector pay has fallen behind private sector pay deals which means that the NHS risks not being able to recruit the high quality workforce it needs in order to continue to provide excellent patient services.

UNISON is calling for NHS pay rates for 2009 to be 're-opened'. Join us today and add your voice to ours.

UNISON – because your pay matters

To find out more, or to join UNISON
call 0845 355 0845
textphone users call 0800 0 967 968
or visit www.unison.org.uk

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 **UNISON, FREEPOST WC5652, 1 MABLEDON PLACE, LONDON WC1H 9AJ**

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)
<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

<input type="checkbox"/> Please tick this box if you require materials in a different format (eg large print or Braille) – be sure to supply contact details below

How would you describe your ethnic origin?

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

Please give a telephone number/voice/text/email address for UNISON to contact you – indicate if work or home

Contact tel/voice/text/email

2. YOUR EMPLOYMENT DETAILS

Employer's name

Your job title/occupation

Department/section

Workplace name and address

Postcode	Payroll number (from your payslip)
----------	------------------------------------

3. WHAT YOU WILL PAY – FROM 1 October 2003

Please tick the appropriate box for your earnings before deductions.

Weekly pay	Annual pay	YOUR SUBSCRIPTION—WHAT YOU PAY			Band	Please tick the appropriate box to indicate how often you are paid
		per week	per month			
Up to £38.47	Up to £2,000	£0.30	£1.30		A	<input type="checkbox"/> Weekly
£38.48–£96.16	£2,001–£5,000	£0.81	£3.50		B	<input type="checkbox"/> Fortnightly
£96.17–£153.84	£5,001–£8,000	£1.22	£5.30		C	<input type="checkbox"/> Four Weekly
£153.85–£211.53	£8,001–£11,000	£1.52	£6.60		D	<input type="checkbox"/> Monthly
£211.54–£269.23	£11,001–£14,000	£1.81	£7.85		E	<input type="checkbox"/> 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.
£269.24–£326.92	£14,001–£17,000	£2.24	£9.70		F	
£326.93–£384.61	£17,001–£20,000	£2.65	£11.50		G	
£384.62–£480.76	£20,001–£25,000	£3.23	£14.00		H	
£480.77–£576.92	£25,001–£30,000	£3.98	£17.25		I	
£576.93–£673.08	£30,001–£35,000	£4.68	£20.30		J	
£673.08+	over £35,000	£5.19	£22.50		K	

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

Date

OTHER WAYS TO PAY

direct debit
(please tick if appropriate)

cheque

If you have been a member of a trade union before, please state which one:

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.

UNISON is campaigning to re-open NHS pay rates for 2009 for several reasons. Here we explain how this will work...

Isn't the current multi-year agreement for three years?

The multi-year pay settlement covers the years 2008, 2009 and 2010, but the deal contains a 're-opener clause' to allow for the pay rates to be re-considered in certain circumstances.

How will the re-opener clause work?

The re-opener clause provides the opportunity for UNISON and other NHS trade unions to return to the independent NHS Pay Review Body. If we can demonstrate that the changing economic climate has had an impact on the ability of the NHS to recruit, retain and motivate staff, the pay increase for 2009 could be improved.

So what is UNISON doing?

The union is preparing evidence to present to the Pay Review Body in November and December. This evidence will contain economic and workforce analysis along with detailed case studies. In addition, our members have been responding to our pay survey – this will be evaluated and the key points used to launch our Pay Review Body evidence.

Are other staff side organisations preparing evidence?

NHS trade unions will be submitting one set of evidence to the Pay Review Body and UNISON is working with the other unions to prepare these materials.

How would this affect the other elements of the multi-year pay settlement?

The other elements of the 2007-2010 pay deal also included:

- removal of the lowest point in Band 1 (2009)
- structural changes to Band 5 (2009 and 2010)
- future negotiations on reduction in the working week
- national TU facilities agreement
- commitment to increase the number of apprentices in NHS
- policy statement on work/life balance.

Re-opening the pay increase for 2009 will not affect these other elements of the agreement.