

Cardiff & Vale

# UNISON Informer



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## Fascist threat in Assembly elections

Wales' leading anti-fascist organisation, Wales Friends of Searchlight (WFS) has called on all legitimate political parties, trade unions and other organisations in Wales, to unite in a campaign to again defeat British National Party (BNP) efforts to attract votes in Wales.

Their call comes on the day that the BNP's regional list nominations were made public, including their UK party leaders' as candidates.

The BNP is standing in each of the Regional List seats at the National Assembly for Wales elections in May. They have also announced three of their leading members will be standing for election.

This represents the first ever big push by a fascist party into Wales.

The consensus amongst all the mainstream political parties and independent groups, trade unions and equality organisations represented within WFS is that the message of hate peddled by the BNP has no place in Wales politics.

The Secretary of WFS Darron Dupre said, "The BNP is desperately throwing all of its UK resources at Wales, in order to make us believe they are a mainstream political party."

"But the reality of the BNP is very different. Everywhere the BNP has been successful in the UK, community violence, racism and antagonism results and the same old BNP re-emerges; ultra hateful, ultra violent and ultra racist without any answers to the real needs of the communities they con into voting for them."

Mr Dupre added, "The many challenges facing Wales need positive solutions based on hope. The BNP can only offer poisonous messages based on hate."



It's been a long time since the union hit the streets to fight for higher pay, but Gordon Brown's cap on this year's settlement seems to have triggered a real wave of anger

# Union anger at pay insult

UNISON, the UK's largest health union, has described the decision to stage the pay rise for nurses, midwives, paramedics and other health professionals as "a real let down."

Members across the country have given the settlement an overwhelming and angry thumbs down, with many urging industrial action.

And many members who work in non-clinical services will be even more angry to find that the first meeting to discuss their pay increase is not scheduled until the end of April – well into the new pay year.

UNISON's Health Service Group Executive has decided to leave a final decision on what form of action should be taken to this year's Health conference in



Brighton later this month: the Executive is tabling a motion calling for action short of a strike to force payment of the full review body award.

Our branch committee discussed the issue, and expressed deep concern over the staging of the 2.5% award proposed by the

Pay Review Body.

"There was a feeling that if the full 2.5% had been paid in straightforward fashion that could have been acceptable, but the staging slashes the value of the increase this year to 1.9%, while inflation is running in excess of 4%," says Branch Secretary Stuart Egan.

"We feel UNISON should be taking some form of action, and not just sit back and take it."

"We are also angry at the way in which increments arising from Agenda for Change are being used as an argument for a smaller basic increase."

"A4C was supposed to be about establishing fair pay based on job evaluation and opening up new possibilities for staff to rise through the pay scale as they

acquire new skills and experience: now these increments are being used as a means to hold down the overall increase and effectively devalue everyone's work."

"Let's not forget that not everyone gets an increment – and it is a special kick in the teeth for those who are on protection, who already faced a real terms cut in pay each year until their previous pay matches their A4C pay banding."

It's not just the unions that feel angry about this: the Wales Partnership Forum has asked the Welsh Assembly Government to follow the example set by the Scottish Parliament, which decided to ignore Gordon Brown and pay all Scottish health workers the full 2.5%

increase.

UNISON's Head of Health Karen Jennings promised a wide consultation on how the union should respond, and spoke of the "disappointment" of staff who "for the second year in a row are being asked to accept a pay increase well below inflation."

"This award amounts to nothing more than a pay cut. We are all paying more for our household bills and this increase will be eaten up by inflation and leave many nurses struggling."

"It is ironic that just today nurses have been told their professional registration fees are going up from £43 to £76 a year – a 76% increase and the health care professionals' council is to follow suit. Where is the justice in that?"

Unsocial hours payment update – page 3



## Women in UNISON

Would you like to meet other members of Cardiff & Vale NHS Branch?

To know more about women's issues and bring along your ideas.

To attend interesting events across Wales.

Women in Cardiff & Vale meet regularly and we would welcome your participation.

The next meeting is planned for May.

For any further information please contact Anne O'Regan Women's Officer.

E.mail: [anneoregan@msn.com](mailto:anneoregan@msn.com)  
Mobile: 0781 5561932

## Disability group launched

**Sharon Chapman**

UNISON is in the process of setting up a group of its members interested in getting involved in disability issues.

All interested members will be asked to join us at an informal committee meeting held approximately every two months at different sites across the Trust.

The aim is to focus on problems that our members with disabilities face within their working day, and attempt to enlighten other staff members and managers on different ways of approaching these issues to reach a satisfactory resolution for all concerned.

Every call received will remain confidential, and will only be addressed with the agreement of the member concerned.

If you would like more information, become involved or just highlight an issue please contact Sharon on 079 1816 0605.

# Women's Aid: union lends support to Vale project

**Anne O'Regan**

The Vale of Glamorgan Women's Aid has been the leading specialist provider of domestic abuse services operating in the county since it was founded in 1992.

The organisation provides information, support, and temporary emergency accommodation to women and their children who are experiencing domestic abuse.

The VGWA refuge direct access refuge can accommodate only five women and their children, but is the only refuge of its kind in the county.

The refuge is constantly full and the demand for places continues on a daily basis. Many women fleeing domestic abuse do so suddenly, their departure precipitated by a crisis; therefore it is important that the refuge provides swift access to a welcoming and homely environment.

The VGWA are currently investigating the possibility of a second stage refuge for the Vale of Glamorgan.

The second stage refuge would provide much needed spaces, and would enable the organisation to cope with the high demand for refuge accommodation.

The VGWA also facilitates the Freedom Programme for service users, and has an education and training programme which raises the awareness of domestic abuse issues across the Vale of Glamorgan in schools, St. Athan Station, VoG Magistrates, health workers, statutory agencies and voluntary groups etc.

The VGWA aims to promote self-help, enabling women to make their own decisions and gain confident independence from their abusers.

We operate an open door policy and equality of opportunity for all potential service users.

Since 2001 6,553 women and children have accessed our ser-

vices in the Vale of Glamorgan.

Domestic abuse is inherent in every society in any country of the world. It has no exclusion zones because of age, faith, disability, poverty or wealth.

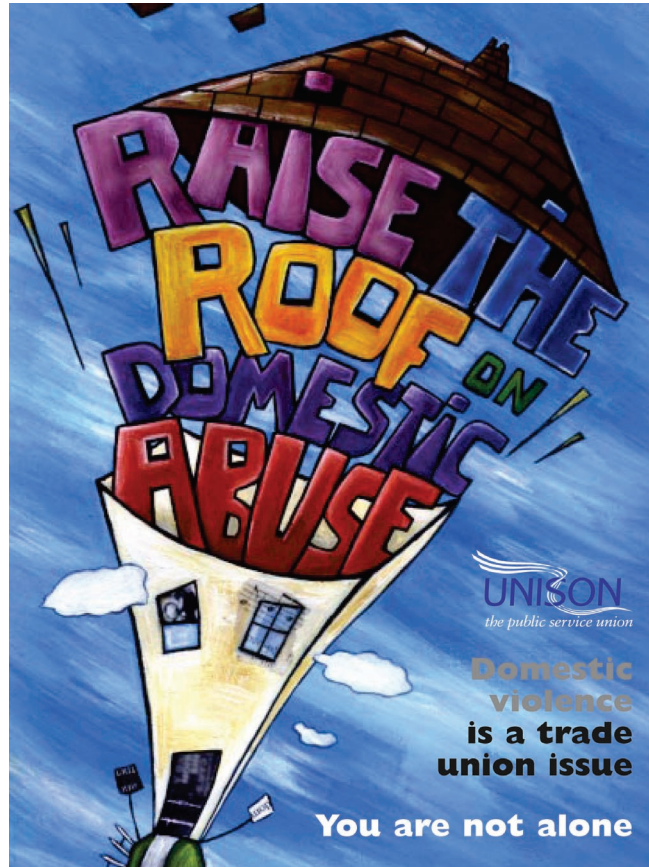
Domestic abuse has no defined boundaries, and is a destructive force which shakes the very fabric of society.

The statistics on the scale of domestic abuse are staggering, and the emotional cost to victims is immeasurable.

Domestic abuse has the highest rate of repeat victimization of any crime in the UK.

This 'hidden' crime is also vastly unreported and because of this the true devastation of the effects of domestic abuse are unknown.

The Vale of Glamorgan Women's Aid would like to thank UNISON for their support.



## Support for women who endure abuse

Imagine a personal ad that says:

"Male seeks strong, independent female.

**"Likes:** putting you down, humiliating you, using threats, violence and intimidation to get his own way.

**"Dislikes:** your friends, family, and children."

No one would respond to this ad, but in reality one in four women in the UK experience a relationship like this at some point in their lifetime.

Domestic abuse can be physical, emotional, sexual or financial.

It's an ongoing pattern of controlling behaviour that affects every aspect of a person's life, undermining self esteem and isolating them

from sources of support.

Cardiff Women's Aid (CWA) supports women and children who have experienced domestic abuse. Women can drop in or phone the CWA Information and Advice Centre on Mondays and Wednesdays from 9am to 7pm or on Tuesdays, Thursdays, and Fridays from 9am to 4:30pm.

The development of an out-of-hours Information Centre drop-in is a recent expansion of their service and has been supported by Cardiff and Vale NHS Unison Branch who have provided funding for a new poster campaign.

At the CWA Information Centre women can access information and support regarding their experiences of domestic abuse,

and find out about choices available to them.

CWA also has a 24-hour emergency on-call service, which can assist women experiencing domestic abuse to locate safe emergency temporary accommodation for them and their children.

CWA has a range of services such as: direct access refuge (a safe house for women with or without children who have experienced domestic abuse), outreach (support at home), counselling, and support groups.

If you or someone you know is experiencing domestic abuse, please contact CWA at 029 2046 0566 (24 hours a day) or visit us at 16 Moira Terrace, Cardiff.



Wilberforce is still needed!

## Slavery: let's stop human trafficking

**Anne O'Regan Equalities Officer**

This year we celebrate the bicentenary of the abolition of slavery in Britain.

There is some discussion on paying compensation to the descendants of the victims of slavery, but more attention needs to be paid to the UK's ongoing problem with modern day slavery – human trafficking.

I followed the plight of a young Moroccan who was trafficked to a village near Llanelli. He was dumped there late at night with little more than the clothes he stood in.

The next night he stole some food to survive, and from then on his treatment was appalling.

He was sentenced to a year in prison and to deportation on release.

I then realised most victims of trafficking are treated as criminals and not as victims, this led me to see both my MP and First Minister.

I wondered why the UK hadn't signed up to the European Convention against Human Trafficking: this would afford victims a 30-day reflection period, medical, legal and counselling help.

Both Rhodri Morgan and Kevin Brennan were very supportive and wrote letters to the Home Office and the Welsh Refugee Council. The UK signed up to the convention on January 22nd.

There is also another form of slavery: forced marriages.

I attended a conference in Newport on the rising phenomenon of "honour" based violence!

The speakers referred to forced marriages being the main cause of honour based violence; one speaker said young Muslim and Asian women have more to fear from their families than from Islamophobia. There is a group in Cardiff that offers support to Muslim and Asian families and especially young women who fear they could be victims of this now illegal practice in the UK.

The group is named Saheli: it is an all Wales association.

I hope as a branch we will connect with and support this group to publicise the good work they do.

## Win a luxury break in Monte Carlo!

Enter UIA's fantastic free prize draw and you could enjoy a three night break for two to Monte Carlo, the Queen of the Riviera, at the sumptuous Hotel De Paris located next door to the world famous Monte Carlo Casino.

The prize includes return flights from a major UK airport to Nice and return helicopter transfers from Nice to Monte Carlo. Accommodation will be an exclusive King Double with sea view including breakfast.

To enter, and for full terms and conditions, visit [www.unisoninsurance.co.uk](http://www.unisoninsurance.co.uk) and complete the entry form in the Prize Draw section. Then, don't forget to click on the "submit" button to enter the draw.



## Hit back at rip-off charges

**Richard Jenkins-Cook**

If like me you use the old way of paying your bills at the Post Office or by cash, you may well be fed up with being ripped off through having to pay extra for your bills.

Yes I hear you say!

Well help is at hand.

Follow these simple rules and you will get results.

Copy out this letter and send to all the companies you pay by means other than direct debit. You could get a refund!

"Dear Sir or Madam,

I am writing to protest about your penalty charge for customers who do not pay by direct debit. I think this charge is unfair and does not reflect the true cost of processing my payments. It seems to me simply a way of increasing your

revenue.

**Provided I do so on time, it is my right to pay my bill however I choose. Why should I pay more just because I don't use your preferred payment method?**

**I urge you to reconsider this unreasonable charge. But if you insist on continuing with it I would expect you to demonstrate that the charge is justified.**

**You will be aware that the Law says penalty charges must be fair.**

**I do not believe that this is the case with yours.**

**But I look forward to hearing your explanation.**

**Yours faithfully,**  
..."

(This suggestion comes to you from Watchdog, the BBC consumer programme).



# INTERVIEW

Stuart Egan, Branch Secretary



## Agenda for Change: the nightmare continues

The long and winding road to the full roll-out of Agenda for Change is now expected to last into 2008, with progress faltering on the assimilation of staff to the new pay bands.

"The introduction of the Electronic staff record in the second half of last year brought assimilation to a grinding halt for three months in Cardiff and the Vale," says staff side lead Stuart Egan.

"There was also a backlog in paying off arrears."

The long delays have caused another problem: staff receiving subsequent increments from the old Whitley pay scales can find themselves getting more than their new pay band, while staff assimilated on protection are losing out, because the increments are not protected.

"UNISON has argued that Whitley increments should be protected," says Stuart, "but the Trust can't decide this on its own. It needs a proper agreement (and the funding).

"Every way we turn there are new anomalies facing staff. It's not fair, and it hits morale. The positive things people have had from A4C, like increased holidays and the same pay when you are off sick have now been for-



gotten: but with up to 15% in some sections on protection and these nagging problems, it is the downside that people see, and it demoralises everyone."

But the process is almost at the end of stage one – getting the first letter out to individuals on the outcomes of the banding process. 11,000 out of 12,500 staff have now had letters with some smaller departments remaining.

"The problem is that along with every Trust in Wales we received a letter from the Welsh Assembly telling us that the assimilation of matched posts had to be achieved by the end of March, with payment of arrears

completed within 3 months of receiving A4C pay. We were told that all job matching reviews had to be completed by June, and posts requiring Job Analysis Questionnaires to be completed by October.

"We responded that we could not do this, and asked if they could help. So far we have had no reply.

"But this did enable me to raise the matter at the Trust Board and get them to agree to release people who are needed to work on completing A4C.

"I argued that the Trust throws money at every other target they are set, and that they should prove that staff really are their most precious asset.

"But now we have agreement to release them, we need volunteers to help do the work. Some have had enough – especially when the proportion of winners has not been that great."

But while Cardiff and Vale has been honest with the Assembly, other Trusts in Wales have lied about their progress, and all the Local Health Boards claimed they would meet the targets, even though none of them will.

And there is still no mechanism to check for consistency

and question the results that some of the Welsh Trusts are coming up with.

"Take the issue of dieticians: in Bridgend they were allocated to a higher band on the assumption that they all have master's degrees – but none of them do," says Stuart.

"We complained about this, arguing that the individual staff should have been given protection, but the job should be banded properly.

"If necessary the jobs should be redesigned and use the Recruitment and Retention Premium. This has not happened."

Some sections of staff face particular problems.

"We have far more than the target numbers of staff needing protection to avoid a loss of



earnings, especially among admin & clerical and senior managers. A majority of medical records staff have gone down rather than up and need protection.

"They are a strong group of staff and will walk if there are no answers: they slapped on an overtime ban the day the letters went out, and only lifted it on the assurance that the Trust would support their case."

## New year, new cash squeeze

After miraculously balancing the books this year, somehow delivering more than £20m in cash savings, the Trust is bracing itself for another year of savings and economies, with cost pressures and other demands stacking up to another £23m in 2007-8.

As part of this process the Trust Board has commissioned consultants from PriceWaterhouseCooper to conduct a series of reviews of six service areas, commencing after Easter.

We have been assured that any proposals will only be implemented if the staff side agree that they are sensible, acceptable and achievable: this would rule out crazy policies like the outsourcing of medical secretaries' work.

## Shared services

The drive is on for an alternative in Wales to the privatisation and market-style "reforms" which are being forced through in public services in England.

In March UNISON convened a seminar on Making the Connections which looked at ways of keeping public services firmly in the public sector, but improving the way they work.

This sounds good, but represents a challenge: Wales has been divided into three regions, each of which is expected to move

towards sharing and centralising services such as payroll.

This has not gone down well with payroll staff in north Wales, many of whom now face long journeys to the new centre in Prestatyn.

Clear statements have been made by all parties in the Assembly that similar policies are planned for SE Wales, but so far any meetings that have taken place have been without trade union reps.

UNISON is committed to try to ensure that any changes benefit staff and improve the services we give to patients.

## Unsocial hours

When the Agenda for Change agreement was first sent out for discussion, one of the elements that caused the most controversy was the radical plan to reshape payments for unsocial hours.

These faced such strong opposition from many different sectors of staff that in the event the proposals were withdrawn, with the previous Whitley provisions remaining in place pending a review.

In addition UNISON gave members a guarantee that any revised formula would be put to a membership ballot before it was accepted.

One result of this compromise has been that staff on the same A4C pay band have been receiving different payments for working the same unsocial hours.

So now, after years of negotiation, the unions and management have finally published new proposals for a staged move over two and a half years from October 2007.

"It was inevitable that there would be some losers," says Stuart Egan. "But it looks as if they have ensured that there will be more who stand to gain or stand still than there are losers. There was no way the NHS was ever going to increase nursing staff payments to the level the ancillary staff achieved.

"It seems as if ancillary staff on Band 1 will remain unchanged, while those on Bands 2,3 and 4 will get less – while nursing auxiliaries and health care support staff get more.

"The new system will also mean that anyone working unsocial hours who may face a possible pay cut if promoted to the next pay band will now have to be promoted to an increment which ensures they come out with a net increase."

UNISON is seeking staff reaction to the proposals, which are scheduled to go to a ballot in July.

### One of the current schemes

Table 1: Current (ex-Whitley) Unsocial Hours Scheme:		
*Weekdays 8 pm-6 am:		Time plus 20%
Nights 10pm-6 am:		Time plus 33%
Saturdays 12am-12am:		Time plus 50%
Sundays/Public Holidays 12am-12am:		Time plus 100%
Shift payments		
Rotating Shifts -	Ancillary	£969 p.a.
	Maintenance	56 pence per hour
Alternating Shifts -	Ancillary	£567 p.a.
	Maintenance	34 pence per hour
N.B. Shift payments are added to basic pay. Unsocial hours payments are calculated on basic pay (including shift pay)		
* not payable to those receiving rotating, alternating or night allowance		

### The new proposals

Band	Mon-Fri 8pm-6am Saturday 12am-12am	Sunday & Public Holidays 12am-12am
1	Time + 50%	Time + 100%
2	Time + 44%	Time + 88%
3	Time + 37%	Time + 74%
4-9	Time + 30%	Time + 60%


Table 2 Proposed enhancements

Year	Band	Week day 8pm – 6am, anytime on Saturday	Anytime on Sundays and Public holidays
1 <sup>st</sup> Oct 2007.	2	Time plus 50%	Time plus 100%
	3	Time plus 50%	Time plus 100%
1 <sup>st</sup> April 2008	2	Time plus 48%	Time plus 96%
	3	Time plus 46%	Time plus 92%
1 <sup>st</sup> April 2009	2	Time plus 46%	Time plus 92%
	3	Time plus 42%	Time plus 84%

Table 3 For ancillary, craft, admin & clerical groups


Year	Band	Week day 8pm – 6am, anytime on Saturday	Anytime on Sundays and Public holidays
1 <sup>st</sup> Oct 2007.	2	Time plus 39%	Time plus 78%
	3	Time plus 35%	Time plus 70%
1 <sup>st</sup> April 2008	2	Time plus 42%	Time plus 84%
	3	Time plus 36%	Time plus 72%
1 <sup>st</sup> April 2009	2	Time plus 43%	Time plus 86%
	3	Time plus 37%	Time plus 74%

Table 4 For Nurses & Midwives, PTA



## We need YOU!

Have you ever thought about getting more involved in your Union? If you have, we can guarantee that we won't throw you in at the deep end. We'll only ask you to do as much as you're prepared to take on. Although we're always on the look out for new stewards and health and safety reps there are plenty of other ways that you can get involved. If you are interested please don't hesitate. Just a tick a box or two on this slip and send it back to us. Go on, you know it makes sense!



- Shop Steward
- Health and Safety Rep
- Workplace contact
- Black Members Rep
- Gay and Lesbian Rep
- Welfare Committee
- Social Committee

*I'm interested in getting more involved in UNISON and would like more information on the following:*

Name .....

Department .....

Phone/Extension/Address .....

.....

Please return to: UNISON Office, UHW, Heath Park, Cardiff CF14 4XW



# The gift that has gone on giving ... More lives saved by our shipments to Chad

In Chad, they have a saying: "A woman who is pregnant has one foot in the grave".

If you are a woman in Chad, your lifetime chance of dying in pregnancy or childbirth is 1 in 11, compared to 1 in 5000 in Britain.

One courageous woman who has been trying to change this horrifying statistic is obstetrician Dr Grace Kodindo, who oversees more than 11,000 births a year in the General Hospital of N'Djamena, Chad's capital. But her hospital's maternity unit cannot offer its patients oxygen or resuscitation equipment. Supplies of surgical and infection prevention

equipment are practically non-existent.

Life-saving drugs that cost mere pence in the West are unavailable throughout the entire country. Even the drugs that are available are often way beyond the means of the women who need them.

UNISON Cardiff & Vale branch has backed the international effort to support Grace's work and send the equipment and drugs her hospital so desperately needs.

The Informer has kept members up to date with events, and here is another instalment from Branch chair ANGELA GORMAN.

Dr Grace Kodindo has been invited to undertake some work at the United Nations in New York as an advisor on Maternal Mortality in Sub-Saharan Africa ... very prestigious.

She takes up her post in March.

In February a shipment of supplies worth £11,000 was sent, including more Magnesium Sulphate, a range of antibiotics, pain relieving drugs and the equipment necessary to administer them all... plus lots more, some of which we purchased and some was donated. The shipping costs amounted to £2000.

More than 1000 women have been treated, with we think only 12 deaths in over a year. On Tuesday 20th February, my nurse/midwife colleague Pippa Zintilis (who accompanied me on the previous trip) and I went to N'djamena, arriving back in the UK on 2nd March.

We took an interpreter as the situation there remains fragile and the language issue could be a problem if it flares up.

Unfortunately there is currently an outbreak of cholera, so we have had to take oral vaccines.

Despite all of this, we were determined to go, and arrangements had been made for us to meet the new Health Minister (the third in 18 months) and the hospital director.

The United Nations promised us a vehicle and driver for our safety.

We are took a small amount of cash, to enable some families to purchase items such as IV fluids that are bulky and not worth carrying or shipping, but which many cannot afford.

The decisions on which women will receive these items will be made by the doctors treating them.

## Zouzahbe Claudine Pambro's story

### Angela Gorman

On February 23 we met this 38 year old lady in her room at the hospital. She was 36 weeks pregnant, looked very unwell with gross oedema and very listless.

Her husband and sister were with her when we arrived. The midwives had suggested that we visit her as she was suffering from Eclampsia with a blood pressure of 260/100 and was about to receive a dose of the Magnesium Sulphate which we had funded and sent.

Her husband was very welcoming and smiled in appreciation as he was informed that we had provided the drug which his wife was about to receive.

We were then told that his wife was also suffering from Malaria, but that he did not have the money to provide the necessary medication to treat it!

We immediately reached into our bags and with 20 Euros clutched in his hand, he left the room very hurriedly to purchase the life-saving drugs. "How much more instant could that aid be?" I asked my colleagues.

On his return, we sat on the floor with him and chatted about his family. He, Gonfanezouzahbe was a teacher

and the father of 5 children. The family lived in an area on the edge of Lake Chad, some 115kms away and having become very unwell, was seen by their local doctor, then taken 3hrs 45mins to get to the hospital.

He and his wife had also lost three other babies, two from late miscarriages and a 5 month old child from malaria. He told us that his wife would be sterilized after this child was born.

I asked Zouzahbe how she felt and she described an intense headache, upper abdominal pain and pointed to her grossly swollen hands and feet.

I also asked whether they had ever heard of Magnesium Sulphate and Eclampsia including what caused it, to which the answers were no.

I then said that I understood from other mothers that they believed it was witches who caused it.

Her husband then told us that they were Christians and believed that God had guided him to the hospital, to Grace and to us.

He then told us that so far, the medications had cost almost 47,850cfas (£50) and the room cost about £1 per day. The steril-

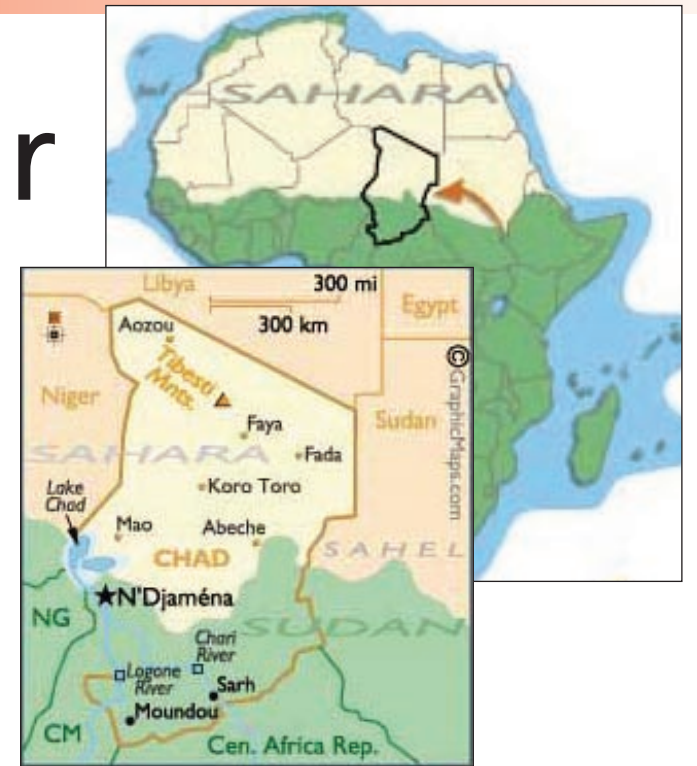
ization operation will cost £50.

We told Gonfanezouzahbe that we would keep calling on them and as we left, he again told us that we had been sent by God to his family.

On February 26 we called again and were told that Zouzahbe's blood pressure had

come down slightly to 180/100. She looked a little better but was still grossly oedematous.

On Wednesday 28th February whilst at the hospital, we were told by Grace that the midwives had been unable to locate heart beat of Zouzahbe's baby and that someone had gone to find the



## Stories from two midwives

On Thursday 1st March, we walked through the hospital grounds and were met by one of the midwives who had been at the teaching session which we had held on birth complications.

We were aware that this slim, petite, beautiful young woman, dressed in the bright pink uniform with which we had become familiar, was able to speak and understand a small amount of English.

She pleaded with us to continue coming to train them when Dr Grace Kodindo left to take up her new position at Columbia University in New York.

She looked at us and said, "Before you came (in Nov 2005) women were dying, dying, dying... And then it all stopped! Now they are alive!"

We assured her that we would continue to support them for as long as they want-



Angela in blue, training midwives

ed us to do so.

She added that she was trying to improve her English so that she could

come to the UK for a visit!

Further along the external corridor, we met another midwife who stopped us to tell us that they had lost a mother that morning because of a massive haemorrhage.

She added that she had given her own blood in order to try and save the woman. (We had been shown the new Blood Bank, the problem was that it was empty, there was no blood available!)

She was visibly upset but we assured her that despite this tragedy, it was significant that she was mentioning it to us as something unusual. Just about 16 months before, a maternal death was a daily occurrence.

In amongst the awful darkness of that moment," I reflected, "for this midwife, there was a tiny light of reassurance."



It's a hospital - but not as we know it in Wales

ization operation will cost £50.

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come down slightly to 180/100. She looked a little better but was still grossly oedematous.

On Wednesday 28th February whilst at the hospital, we were told by Grace that the midwives had been unable to locate heart beat of Zouzahbe's baby and that someone had gone to find the

electronic Doppler which had brought with us on our previous visit.

The new problem for her was that if she required a caesarean section, her husband could not afford the IV fluids which she would require.

Into our bags went our hands

again and Grace disappeared to find him, this time clutching the 20 Euros in her hand.

We were all very emotional at this stage and awaited news of the family in whom we had taken such an interest.

We were subsequently informed that the baby had died and that she would have to endure a labour, only to give birth to a dead infant.

About 30 mins later, we met Gonfanezouzahbe outside the Labour Ward.

He looked very subdued and we offered him our sympathy.

Despite what had happened we were humbled as he still insisted that God had sent us to them and that God would be with us for our return to the UK.





People of Iraq (above) and Palestine (below) need our support: UNISON also supports progressive change in Venezuela

# UNISON links up to offer solidarity around the world

**Steve Belcher**  
UNISON  
International Officer  
Cymru /Wales Region

As many of you may know our colleague Stan Rupa retired from his post in UNISON last autumn. Following his departure I was asked by the Regional Secretary to continue the work that Stan did with UNISON's Regional International committee.

I think it would be useful however to first give a brief outline on UNISON's International Department at Mabledon Place. The work of the International Unit falls into the following areas.

## Contact with unions abroad

UNISON has links with sister unions throughout the world, and puts UNISON branches in touch with their counterparts in Europe and further afield. Learning from other trade unionists is a vital way of strengthening our own movement.

## Solidarity work

Solidarity means speaking out when fellow trade unionists are under threat - in Colombia, Burma or Zimbabwe, for instance. Solidarity also means helping sister trade unions to build their organisations on their own terms.

## Working with International organisations.

UNISON is affiliated to several international trade union organisations including Public Services International (PSI) Union Network International (UNI) and The European Public Service Union (EPSU).

The International Unit co-



ordinates UNISON's work to promote the policies and interests of its members through these organisations and other international bodies.

Many unions in different parts of the world face similar challenges to our own: privatisation, equality, fighting racism.

A key role of the International Unit is to keep UNISON informed about international developments on these kinds of issues so that we can better look after members' interests.

The unit also handles requests from sister unions who want to learn from UK experiences.

And the International Unit helps to develop and promote the union's policies on key international issues.

## UNISON International Development Fund

2006 saw the first year of UNISON's International Development Fund (UIDF) this is a fund that allows us to give practical assistance to sister unions throughout the world. It is supported by UNISON's affinity organisations i.e. Thompsons, Frizzells and UIA.



some examples of the projects funded by UIDF are:

- Zambia - HIV/AIDS project
- Cambodia - Challenging exploitation in textile factories
- Guyana - Organising women and young workers in the union.
- Malawi - Anti privatisation of water campaign.

## Regional Work

Since taking over the remit for the Regional International Committee I have made contact with all Branch secretaries and

International contacts in the region.

There is certainly an appetite amongst colleagues to get more involved and to raise UNISON's profile in the region insofar as international issues are concerned.

An international contacts meeting was held in Mid Wales at the beginning of February. David McKnight from Flint was elected to Chair the group whilst Pat Isherwood from Powys was elected at Secretary.

At the meeting it was agreed that the region should affiliate to the following organisations.

- Justice for Colombia Campaign
- Cuba Solidarity Campaign
- Nicaragua Solidarity Campaign
- Venezuelan Information Centre
- Palestine Solidarity Campaign.

It was also agreed at that meeting to arrange a fringe meeting for the October policy weekend. It is hoped that a speaker can be agreed from the Justice for Colombia Campaign.

The Cardiff & Vale UNISON Health Branch has a proud record when it comes to International issues, not least the amazing work that Angela Gorman has performed in Chad.

I recently met with key officers from the Branch Executive committee to give a report on UNISON's activities.

The branch has an International Officer in Salena Williams who I am in touch with. Salena can be reached on salena.williams@hotmail.com

If any members has a query or question that they'd like to put to me please contact me on the email below.

Together we can maintain UNISON's positive role in International trade union issues. s.belcher@unison.co.uk

# Don't be a victim of identity theft!

**Richard Jenkins-Cook**  
Security/Portering  
Department  
Llandough Hospital

What is identity theft?

It is quite simply someone stealing your identity for fraudulent purposes. The most recent figures issued by the Home Office suggest that identity fraud costs the UK economy a staggering £1.7 billion per annum.

How is this done?

Criminals can steal your identity and personal information by any of the following methods:

- Finding lost or stolen important documents such as passports or driving licences in your name.

- Going through your rubbish and finding letters and items sent to you. (People have already been arrested for this.)

- Stealing mail addressed to you from your bank, credit card issuer or building society.

- Accessing your computer without your knowledge.

## How can I prevent this?

- Check bank, building

society and credit card statements as soon as they arrive and if they show transactions that you do not recognise, telephone the pertinent company and register your concern.

Cancel all lost or stolen credit or bank cards immediately.

- Inform the authorities if your driving licence or passport is lost or stolen. If you think your mail is being stolen, call 08457 7640 740 (Royal Mail Customer Enquiry line).

- Keep all personal papers secure - preferably under lock and key. Shred all letters and documents that you receive with your name and address on them. (Shredders are very cheap these days and could be your best investment.)

- Check your credit file regularly with one of the three credit reference agencies - Call Credit, Experian or Equifax - it only costs a couple of pounds.

- If you receive a telephone

call from someone informing you they are calling from your bank, do not give them any information. If they ask for your date of birth, your password or PIN number do not give it to them, as they should have this on record and they should be able to give all this information to you. (Only give these details if you call your bank.)

- If you have a computer and are connected to the internet, ensure that you have anti virus protection plus firewall protection from a reputable company. This will alert you to any potential threat, and give you the opportunity to deal with the threat accordingly.

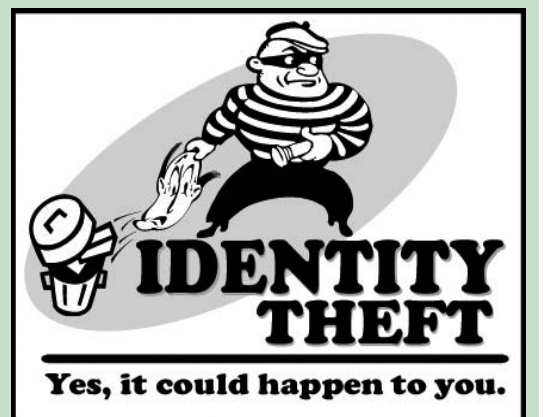
## What can criminals gain from stealing my identity?

- They can obtain false driving licences or passports. They can apply for loans and credit cards in your name - they can even claim benefits you are entitled to.

They can also withdraw cash at a ATM daily, until it is spotted and the card is cancelled.

## So what do I do?

- Don't become a victim -



ensure that you make it impossible for someone to steal your identity.

- If you do become a victim, contact your local police immediately as well as your bank, card issuers etc.

If you want further information, this can be obtained from major banks, from Her Majesty's Stationery Office (HMSO) or, if you have access to a computer, through the internet on the comprehensive website [www.identitytheft.org.uk](http://www.identitytheft.org.uk)

Currently identity theft is one of the fastest-growing crimes in the UK.

Make sure you are aware of the facts and take all the necessary measures to protect yourself.



# Branch contacts

Contact the Branch  
If you have a problem at work, first contact your work-  
place steward or rep.  
But if you need to contact the Branch Office, it is open  
10-12am on weekdays, telephone  
029 2074 8280

## Reps and branch officers

<b>Barry Hospital</b> Maelgwyn Nugent Carol Ann Cutts	Ext. 4000 / 4162 Ext. 4161
<b>Llandough Hospital</b> Chris Chick Michael Corrigan Dennis Evans Joe Monks (Security)	Ext. 5212 Ext. 5154 Ext. 5212 Ext. 5305 / Mob: 07766233750
Anne O'Regan Kathy Unal Sonia Graham Anthony Postans	Ext. 6722 Ext. 6529
<b>Rookwood Hospital</b> Gareth Roach Trudy Buften Neil Simmonds	029 20 313931 029 20 313795 029 20 313931
<b>St. David's Hospital</b> Julie Blake (H&S)	029 20 536701
<b>UHW</b> Angela Gorman Barbara Light Keith May Salena Williams Gareth Wellbeloved Vincent Cain Maria Ferguson Mary Zimmerman	Ext. 2680 / 2684 Ext. 8280 Ext. 8778 Ext. 4129 Ext. 3096 Ext. 2445 Ext. 5537 Ext. 2452
<b>West Wing / CRI</b> Sharon Chapman	029 20 335768 Mob: 0791 8160605 029 20 335682 / 5304 029 20 335665 029 20 33 5438 029 20 335768 Mob: 0791 8073684 Mob: 0791 8073687
<b>Whitchurch Hospital</b> Paul Allen Bob Chittenden Doug Graham (H&S) Ian Thomas Gareth Pugh	029 20 336389 029 20 521341 029 20 336329 029 20 522488 029 20 313754
<b>Waverley Care Centre</b> Roberto Palmes	0781 0888400
<b>BAOT Reps</b>	
Peter Hewin Nick Gape	029 20 463488 029 20 735269
<b>Staff Side Lead – Agenda for Change</b> Stuart Egan	029 20 33 6190 029 20 53 6703
<b>Branch Officers (Contact via Branch Office) 029 2074 8280</b>	
Secretary: Acting Branch Secretary: Assistant Branch Secretary:	<b>Stuart Egan</b> <b>Michael Jones</b> <b>Gareth Roach</b> <b>Melvena Richards</b>
Chair: Vice Chair: Treasurer: Assistant Treasurer: Education Co-ordinator Equalities Officer Health & Safety Officer Asst. Health & Safety Off. Asst. Health & Safety Off. Asst. Health & Safety Off. Disability/Membership Off. Black Members Officer International Officer Welfare Officer Recruitment Officer APF Officer	<b>Angela Gorman</b> <b>Peter Hewin</b> <b>Melvena Richards</b> <b>Ian Thomas</b> <b>Kathy Unal</b> <b>Ann O'Regan</b> <b>Bob Chittenden</b> <b>Doug Graham</b> <b>Pam Williams</b> <b>Steve Careless</b> <b>Sharon Chapman</b> <b>Cathy Alexander</b> <b>Salena Williams</b> <b>Barbara Light</b> <b>Neil Simmonds</b> <b>Joe Monks</b>

# Knowledge and Skills Framework: what members need to know

## Kathy Unal

The intention of the KSF is to ensure a fully competent, modern and confident workforce providing first class health care to our patients, visitors and wider community.

To date the KSF Leads and sub group members (along with HRMs, Managers and other work based staff) have been working in partnership to implement the KSF across our organisation.

98% of staff have a draft KSF outline which to date the approval panel have been consistency checking, along with signing off outlines ready for reviewers/reviewees to commence the Annual Personal Development Reviews.

We have trained over 4,000 reviewers, and reviewee sessions are also being cascaded out to staff within their workplaces which will enable them to gain an understanding of the KSF.

**HAVE YOU SEEN YOUR KSF OUTLINE AND DO YOU KNOW WHO YOUR DESIGNATED REVIEWER IS?**

**IF NOT PLEASE ASK YOUR LINE MANAGER FOR THIS INFORMATION.**

## What is the KSF?

The KSF is about life long learning and development for ALL STAFF. It is designed to be a fair and objective framework on which to base a review. The KSF can support the Trust's healthcare services by:

- Improving Patient Services
- Improving the Delivery of Services.

The KSF Development Review is for all staff, and it can:

- Identify the knowledge and skills required for a post.
- Enable staff to make the best of their talents/abilities
- Offer an opportunity for all staff to develop their potential, and provide career opportunities.

## The purpose of the KSF is to:

- Develop the knowledge and skills of staff so that services continue to improve
- Support effective learning and development of individuals and teams
- Support the development of individuals in their post so they work effectively
- Promote Equality

## The KSF will enable individuals to:

- Be clear about the knowledge and skills they need to apply in order to meet the demands of their job
- Identify and access appropriate learning and development for their work



- See how their work relates to the work of others
- Identify the knowledge and skills they need in order to develop in their careers

## The KSF will help organisations to:

- Have a clear picture of the knowledge and skills that exist in their organisation by using a common framework and plan and how to address it
- Be better able to make the best use of staff to ensure quality healthcare services are being delivered effectively
- Improve recruitment and retention by using the information as a tool to address recruitment needs.

## The Annual Development Process:

All Staff will undergo an Annual Review and they will be informed of their review date in order to prepare for the meeting. The development review takes annually but can be supplemented by follow-up meetings with your reviewer to access your progress.

## "Me and MY Personal Development Review"

During your review meeting it may be decided that some type of learning or training is needed to help you develop skills in a particular areas (dimensions) in order for you to progress towards your meeting the full requirements of the post outline.

## What is a KSF outline?

A KSF outline is a document that contains information describing the knowledge and skills that apply to your current NHS post.

The post outline is based on the knowledge and skills that need to be applied in the post; it does not describe the individual post holder.

The outline is made up of dimensions, levels and indicators and examples of application.

These will be added to your personal development plan (PDP) along with an agreed date for the next review meeting.

You and your designated reviewer will draw up together your PDP at your annual PDR meeting.

Your PDP can focus on future career development once you have shown you can apply the knowledge and skills necessary for your current post. Both you and your reviewer take responsibility for agreed parts of the development review process.

The PDP is based on the cycle of learning and it can consist of:

- Gathering evidence to demonstrate how you applied the knowledge and skills at the level identified for your current post

● Reviewing how you are applying your knowledge and skills to meet the demands of your current post and identifying whether you have development needs

● Developing a Personal Development Plan detailing:

The learning and development to take place in the coming months and the support required achieving it

The date of the next review meeting Undertaking learning and development supported by the organisation

Evaluating your learning and development and reflecting on how it has been applied in work

## How do you to prepare for your PDP?

There is a three stage approach to thinking about your learning and development;

**Can Do; Will Do; How To;**  
**Can do:** the skills and knowledge that you already have that seem to match your NHS KSF job outline

**Will do:** the skills and knowledge that you ought to develop further, if you do not have them or need to develop them further to make them stronger

**How to:** the learning opportunities or other activities that are likely to help you develop these skills and knowledge, or the people or agencies that can direct you to them.

## In your PDR you and your reviewer will:

- Look at the dimensions in your KSF outline
- Discuss the different indicators involved in the dimensions
- Jointly decide whether your skills and knowledge are at this level
- Because you want your plan to happen, it has to be SMARTER.
- S- SPECIFIC
- M- MEASUREABLE
- A- ACHIEVABLE OR AGREED
- R- REALISTIC
- T- TIME-BOUND
- E- EVALUATED
- R- REPEATED

## GATEWAYS

### What are Gateways?

In most years progression will take the form of an annual increase in pay from one pay point within a pay band to the next as there is a normal expectation of progression. At defined points in a pay-band known as "Gateways" decisions are made about the pay progression as well as development.

## FOUNDATION GATEWAY:

This takes place no later than twelve months after an individual is appointed to a pay band regardless of the pay point which the individual is appointed.

The purpose of the foundation gateway is to check that the individual can meet the basic demands of their post on the pay band – the foundation gateway review is based on a sub set of the full KSF outline for the post. Its focus is the knowledge and skills that need to be applied from the onset in the post.

## SECOND GATEWAY:

This is set at a fixed point towards the top of a pay band as set out in the National Agreement.

The purpose of the second gateway is to confirm that the individuals are applying the knowledge and skills to consistently meet the full demands of

### Core Dimensions

Communication  
Personal & People Development  
Service Improvement  
Quality  
Health, Safety & Security  
Equity, Diversity and Rights

### Specific Dimensions

Health & Wellbeing  
Information & Knowledge  
Estates and Facilities  
General

The KSF post outlines are developed and agreed in partnership throughout the process.

All staff will have the 6 Core

Dimensions attached to their KSF outline, with specific dimensions attached to the core up to a maximum of 6.

Not yet a UNISON member? Don't delay, join today! – see back page.





the post – as set out in the full KSF outline for the post. Having gone through the gateway, individuals will continue to progress to the top of the pay band provided they continue to apply the knowledge and skills required to meet the NHS KSF outline for the post.

The whole system is based on the principles of NO SURPRISES, if there are problems with individuals developing towards the full KSF outline for the post, or there may be disciplinary issues, then these must be addressed before the gateway reviews.

**REVIEWEE PREPARATION**

To support all reviewees the following guidelines should be followed. If you should require support further additional information and support a number of Life Long Learning representatives have undergone training in KSF to support all staff undergoing reviews.

Your should be given a least two weeks notice of your review date (or longer). Expect the discussion to last approximately 2 hours.

You should have been gathering evidence during the year (It is YOUR responsibility to gather your evidence, not your reviewer) not rushing around at the last minute trying to find it.

The first year's reviews will be explaining about the evidence that will be needed for the coming year.

KSF outlines have been produced on every post in the NHS

There will also be a job description for your post. Ask to see both, if you have not already. Ensure you understand the KSF outline for your post, if not discuss with your line manager or learning representative.

- The KSF will:
- identify the skills and knowledge you will need in your current job
  - help identify and skills gaps in your job
  - help identify any learning and development needs
  - help develop throughout your career
  - help in the development of services so they better meet the needs of patients and public.

As a Reviewee you should now be reflecting and assessing your own performance during the past 12 months and reflect on objectives and development needs for the coming year.

This process of self-assessment is also your opportunity to evaluate your progress in meet-

ing your personal goals/development over the last 12 months, and the next 12 months.

It might be a good idea to have been jotting down as they happen, in a diary, or log them electronically. Attempting to remember achievements just before the review will be impossible.

To help guide you when completing your assessment you should ask your self the following questions listed below:

- Self Assessment:
- With reference to my job description, what are my main responsibilities?
  - Do I have the evidence required of me?
  - What have I achieved during the past 12 months?
  - Am I meeting the standards required?
  - What work or project have proved particularly satisfying or rewarding?
  - What parts of my job do I like and feel most confident with?
  - How could the work of my team be improved?
  - What might be done to create a better working environment for everyone?
  - What has proved to be difficult?
  - How might have I done things differently, or could do, to improve my job?
  - To what extent have I met my personal goals/development needs, and do I have further needs?
  - What skills/knowledge through training and development will I need to help me do things better over the coming year?
  - What would I like to do in my job in the future? i.e. long term goals
  - My best learning style is: formal /shadowing /mentoring /project work etc.
  - Agree any development needed
  - Agree on an Action Plan
  - Timescales when things need to be completed
  - Other things I would like to discuss are ...
- Sign off the PDR.

During the review discussion you should be fully participating in the discussion, doing 70% of the talking. This is YOUR review, where you can develop and progress your career.

Take your PDP (Personal Development Plan) with you. It's yours: take ownership of it.

It's an ongoing process, with a commitment from all parties.

# Free training courses – there for the asking

Through the Welsh Assembly Government, TALK.training is able to deliver funded training packages to employers throughout Wales.

UNISON has been keen to ensure that Cardiff & Vale Trust takes advantage of this offer, and arranges courses for staff as part of its training programme.

The *Informer* spoke with Talk-Training Business Development Manager Steve Wensley, a former engineering industry manager who now works with a team of around 80 colleagues to deliver training services to around 200 clients in South Wales, including the NHS.

"We tailor our packages to meet the role of the employees, and deliver suitable qualifications for the role they play in the organisation," says Steve.

"It's a modern, practical way of delivering qualifications."

Staff no longer have to trek down to an FE College course on a wet winter evening: they can get their training in the workplace.

"My role is to meet with eligible customers and ascertain their training needs. I then source suitable available funding. Normally my first client contact is with the management, but in Cardiff it was UNISON that made the first move."

In the Cardiff & Vale Trust the new possibility of accessing this training dovetails neatly with the Knowledge and Skills Framework, which is identifying training needs.

Talk Training offers a nationally recognised qualification, in our case the NVQ, asnd they deliver it flexibly, to meet the circumstances of each department. Steve says:



Funded by the Assembly – Talk Training's Steve Wensley

## New LLL Reps

Gareth Taylor and Maria Lenahan (left) have just joined the team promoting education and training, as Life Long Learning reps.

Both work at Llandough Hospital, Maria in the Lung Function department, while Gareth works in portering /security.

Maria is especially concerned to fill in the gaps in training that have arisen in some departments in the Trust.

Gareth got involved through talking to a UNISON Life Long Learner, and decided to become one himself to help other members get into education.

UNISON has been at the forefront of the drive for training, especially for low paid staff who may have missed out on education early on.

"We have exceeded our targets for bringing members into education and training," says branch education officer Kathy Unal.

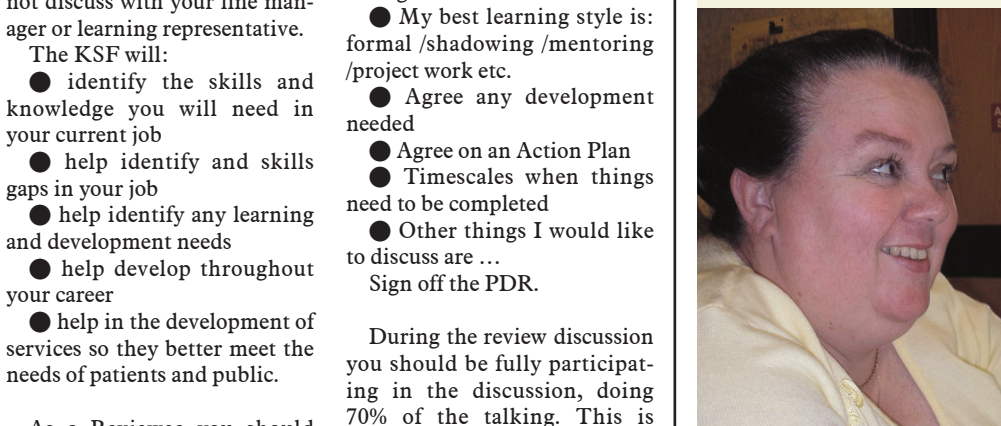
"We reintroduce people to the experience of learning," says Steve. "They can work at their own pace, and gain the confidence and skills that they require to carry out their job more competently."

Kathy says some staff come

back from courses with a new approach, questioning the quality of some of the services they deliver.

"Training will benefit all departments. We have to persuade some managers to free up staff for the time they need. If one ward can manage to release staff for 2 hours a week, why can't others?"

"We are pointing out to financial directors that there is access to funding, and they will easily recoup the value of 2 hours a week for staff training in improved morale and more effective working."



Kathy Unal

### Branch can help with education and training

Would you like to apply for assistance with funding towards a work related course or a book grant?

The branch may be able to provide funding – for UNISON members only:

If you would like to receive more information please contact Kathy Unal, Branch Education Officer 029 20716722.

## UNISON's legal services: ... are you missing out?

	Members	Members' families
<b>Employment advice</b>	✓ Free	✗
<b>Accidents at work</b> (inc. industrial disease & work related)	✓ Free	✗
<b>Accidents outside work</b> (inc. road traffic accidents, trips, holiday accidents etc.)	✓ Free	✓ Free
<b>Criminal Injuries Compensation Scheme</b> (where a member has sustained an injury due to a crime of violence)	✓ Free	✗
<b>Criminal law</b> (work-related criminal offences)	✓ Free	✗
<b>Wills</b>	✓ Free (inc. joint will)	✓ Special rates
<b>Conveyancing</b>	✓ Special rates	✓ Special rates
<b>30 minutes legal advice on any non-work issue</b> (inc. immigration issues)	✓ Free	✗
<b>Clinical negligence</b>	✓ Free initial consultation, special rates thereafter	✓ Free initial consultation, special rates thereafter

### National Web sites include:

- www.dh.gov.uk
- (see the Agenda for Change Section)
- www.nhsu.org.uk/ksf/index.html
- (NHSU's beginners guide to KSF)
- www.wise.nhs.uk
- (under 'workforce themes/agenda for change/ksf')
- To order a copy of the 'Me and My PDR' book
- Tel: 08000 150 850 or email: learning@nhscareers.nhs.uk





### "Rule book" BENEFITS

#### Death benefit

Years of membership	£
1-5	72
5-10	118
10-15	158
15-20	198
20-25	244
25-30	282
Over 30	346

#### Fatal accident benefit

£1,295 after one year's continuous membership, £2,875 after ten years' membership, to be paid to the member's partner or children.

#### Incapacity benefit

Members who suffer partial or total incapacity due to injury while at work are entitled to £1,437 for partial, or £2,875 for total incapacity, as described in the rule book.

#### Convalescence

Members can apply to the Welfare Fund for convalescent accommodation:

- To recuperate from an illness.
- To have a temporary rest for the benefit of health.
- To take a holiday they could not otherwise afford.

#### Accident benefit

£2.90 per day of sickness, £14.50 per week maximum, up to a maximum of 30 days or £87 in any calendar year.

#### Education and training

Members can be considered for a grant by the NEC for training or study courses.

## FREE indemnity insurance

UNISON provides free professional indemnity insurance of up to £1 million for a wide range of health service professionals, including nurses, ambulance staff, PTAs and PTBs.

# Don't delay, join today!



## Ten good reasons to join UNISON

If you are not already a trade union member, then why not consider joining UNISON?

Here are TEN good reasons for doing so:

UNISON represents nearly 1.5 million employees across Britain, making us the biggest trade union in Britain. We only recruit people who work to provide services to the public - so our size and our specialisation mean that we offer strong, professional and effective protection to all our members.

UNISON's trained representatives provide free support and advice on any problems you might have at work.

UNISON provides professional negotiators to sort out your pay and terms and conditions of employment both nationally and locally.

UNISON membership brings free legal representation for accidents at work and while travelling to and from work, and free representation on other employment related issues.

We also offer legal advice for domestic and other problems at much reduced rates. UNISON's trained health and safety representatives provide free services to make your workplace safe to be in.

UNISON pays benefits to members, including accident and death benefits.

UNISON looks after you. We provide convalescent facilities at reduced rates, offer financial assistance to members suffering unforeseen hardship, and give free advice on state and welfare benefits

UNISON provides a wide range of competitive financial services. These include reduced mortgages, home, car and holiday insurance, road rescue, personal loans, credit cards and financial planning advice.

UNISON offers great breakaway holidays through our travel club, as well as our own family holiday centre in Devon.

UNISON offers you a range of education and training courses. These include courses leading to professional qualifications, GCSEs and vocational qualifications.

Your chance to join Britain's biggest health care union

# UNISON

APPLICATION FORM Please fill in this form in BLOCK CAPITALS, and send it to UNISON, UNISON Office, UHW, Heath Park, Cardiff CF14 4XW

#### YOUR DETAILS

Mrs  Ms  Miss  Mr FIRST NAME ..... Other initial(s) .....

SURNAME .....

ADDRESS .....

Postcode .....

WORKPLACE ADDRESS (if different from above) .....

Postcode .....

JOB TITLE/OCCUPATION .....

National Insurance number (from your payslip)

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

Employer's name

Payroll number (from your payslip)

I wish to join UNISON and accept its rules and constitution.

I authorise deduction of the following Political Fund payment as

part of my subscription:  
Tick one box only

Affiliated Political Fund

General Political Fund

I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON to be paid over to them on my behalf and I authorise my employer to provide to UNISON information to keep my records up to date.

**If you are, or have been, a member of the Freemasons you must declare this in writing when completing this form.**

I wish to pay by direct debit/cheque (please tick if appropriate)

#### 3. WHAT YOU PAY - CURRENT RATES (SET OCTOBER 2003)

Please tick the appropriate box for your earnings before deductions.

WEEKLY PAY		ANNUAL PAY		YOUR SUBSCRIPTION—WHAT YOU PAY		
				PER WEEK	PER MONTH	BAND
Up to £38.47	<input type="checkbox"/>	Up to £2,000	<input type="checkbox"/>	£0.30	£1.30	A
£38.48-£96.16	<input type="checkbox"/>	£2,001-£5,000	<input type="checkbox"/>	£0.81	£3.50	B
£96.17-£153.84	<input type="checkbox"/>	£5,001-£8,000	<input type="checkbox"/>	£1.22	£5.30	C
£153.85-£211.53	<input type="checkbox"/>	£8,001-£11,000	<input type="checkbox"/>	£1.52	£6.60	D
£211.54-£269.23	<input type="checkbox"/>	£11,001-£14,000	<input type="checkbox"/>	£1.81	£7.85	E
£269.24-£326.92	<input type="checkbox"/>	£14,001-£17,000	<input type="checkbox"/>	£2.24	£9.70	F
£326.93-£384.61	<input type="checkbox"/>	£17,001-£20,000	<input type="checkbox"/>	£2.65	£11.50	G
£384.62-£480.76	<input type="checkbox"/>	£20,001-£25,000	<input type="checkbox"/>	£3.23	£14.00	H
£480.77-£576.92	<input type="checkbox"/>	£25,001-£30,000	<input type="checkbox"/>	£3.98	£17.25	I
£576.93-£673.08	<input type="checkbox"/>	£30,001-£35,000	<input type="checkbox"/>	£4.68	£20.30	J
£673.08+	<input type="checkbox"/>	over £35,000	<input type="checkbox"/>	£5.19	£22.50	K

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.

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

Weekly  Fortnightly  Four Weekly  Monthly

For UNISON use

Now please sign and date below and return this form to the UNISON Office, UHW, Heath Park, Cardiff CF14 4XW

Signed .....

Date

6am- midnight  
**UNISON  
DIRECT**  
0845 355 0845