



## February 2008.

### Pay 2008.

At the TUS meeting on 5<sup>th</sup> February, other unions supported Unite's proposals for a claim in which priority will be given to:

- The decoupling of any award so that incremental progression is separate from the cost of living award and the latter should be based on the RPI.
- Addressing the loss in value of pay over recent years, especially for those at or near their band maximums, for which we are seeking a 10% overall increase in pay for 2008
- Allowances, including London allowances and Central London Allowance to be increased and all allowances to keep pace with inflation (RPI).
- An equal pay audit and formal discussions on a new MRC Band structure.

We will also be seeking a commitment to developing career pathways for all employees not formally defined as being in the Science function.

### Want a new challenge?

### Nominations are being invited for MRC Unite National Representative.

Whats involved?

- Negotiations at all levels
- Supporting Reps and Members in their units
- Advising Reps and Members and helping them to find solutions to problems

More information about the job specification can be obtained from Jan at end of newsletter.

Under current Amicus rules, all lay officers, including reps and the MRC National Rep were elected for a 2 year term of office which will be completed at the end of 2008.

However, as Jan Fogg is due to retire in 2009, nominations are invited for the MRC Unite National Representative post, to facilitate the handover to the elected person.

All MRC Unite members are eligible to stand for election and can self nominate or be nominated by their group. The election, if required, will take place in April.

**Nominations** should include name, membership number and place of work and should be sent to

**Barrie Brown, the Unite National Officer for MRC, by 20<sup>th</sup> March 2008 at:**  
[barrie.brown@unitetheunion.com](mailto:barrie.brown@unitetheunion.com)

## Health Sector Regional Conferences.

London and Eastern (MRC London & Cambridge Unit Reps eligible to attend) was held on 11<sup>th</sup> Feb.

Jan proposed a motion to facilitate better communication and representation for minority groups such as MRC within the sector organisation. It was carried and will be forwarded for inclusion on the National Health Sector Conference agenda in June.

Jan was also elected to attend the National Conference where she will represent MRC.

Reps in regions (East Midlands 4<sup>th</sup> March, Scotland 14<sup>th</sup> March) that have yet to hold their regional conferences can help by submitting the motion to their conference to build support for MRC in the wider union structure.

### Motion.

This Conference notes the Medical Research Council (MRC) National Negotiating Committee request and asks the National Health Sector Committee to ensure that the new Unite Rule Book fully recognizes the diversity of employer groups within the Health sector and provides sufficient flexibility to allow employer groups to have:

a, an occupational advisory or negotiating committee where such a structure is required for collective bargaining purposes in that employer group and

b, that such committee is able to send reports/motions and when required a representative, to the national health sector committee

## Health and Safety

The new Hazards magazine, which will be sent out to MRC Unite H&S reps shortly has a number of articles including:

- the adverse effects of diacetyl, a chemical used as a food flavouring, on the respiratory system,
- stress levels and
- a flyer for a conference on occupational & environmental cancer prevention.

Unite also urges members to lobby their MPs to support the "Equal Rights for Agency Workers" bill

## Area Meetings

### Calling all Reps and Members

The Area meetings should take place between **25<sup>th</sup> Feb and 20<sup>th</sup> March** and will include a seminar on **job evaluation**, - what it is and how it is intended to work in MRC.

### Interested in adding to your skills?

There is a shortage of TU reps to participate on the MRC London Regional JE panel and Unite members are urged to come forward if they are interested in participating in JE.

Please contact Jan if you would like further information.

Gaining such an additional skill can benefit members in their career development and could be included in their role objectives.

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