

PRISON SERVICES NEWSLETTER No 3

Dave Fleming – Elected Unopposed:

Dave was unanimously endorsed as Chair of the prestigious MoD & Government Departments National Committee at the recent Sector Conference held at Brighton on 26th November 2009.

National Officer, Kevin Coyne, says: "This demonstrates the high regard with which Dave is held. The Prison Service membership is a minority of the overall membership of the Sector, indicating that Dave can command respect of all groups because of his work and role on behalf of members in the Prison Service. Being Chair is an honour and Dave deserves it."

INTRODUCTION – DAVE FLEMING:

Firstly, I would like to thank all my colleagues who offered continued support in my recent re-election as National Sector Chair.

It is clear that this Newsletter is popular and bringing members together. We need your support, however, to become more effective:

- i) If you are a rep, keep in touch – make sure we have your correct address; email the National Officer with your details and we will check, organise a meeting at your Prison and Unite will send a speaker who is up-to-date with what's going on in Prisons.
- ii) If you are not a member, please go to the application form at the back and join us today.
- iii) Make sure meetings take place amongst members in your Prison to discuss the issues. Ask a rep to organise a meeting and if there isn't a rep, let us know if you are interested.

Join us in the Unite Campaign to end low pay for industrials and caterers in Prisons.

We are starting with the negotiations for next year's pay award and trying to highlight some efficiency saving that can be made without job losses.

There are two recent events to report:

- 1) The Service is looking to sell off the Transport Section at Branston, with no in-house bids being permitted. They are missing an opportunity here to establish a profitable arm of the business;
- 2) The Service is looking to cluster four Prisons in the North East: HMP Frankland, Durham, Low Newton and Deerbolt.

I will keep you informed regarding these situations.

REPORT FROM THE PRISON SERVICE JOINT INDUSTRIAL COMMITTEE:

The 2009/10 Pay Deal was unanimously accepted.

In a straw poll of members, via reps, at all Prisons, a majority indicated acceptance of this year's pay offer. Whilst there will be no retreat from your Committee's determination to achieve better pay, conditions and a reduction in the working week, it was recognized that an important object of the Union had been achieved this year – namely, an above inflation pay settlement consolidated into basic pay.

ONE-OFF PAYMENT:

In addition, a one-off, non-consolidated payment of £300 was tabled giving a combined total of approximately 2.9%. Whilst we believe that all payments should be consolidated to prevent the historical low pay trap into which our members have fallen, this was nonetheless an important contribution to the overall pay settlement and considerably above the gloomy predictions.

FUTURE TALKS:

The Pay Deal also incorporated an agreement thrashed out with Prisons Minister, Maria Eagle MP, which recognises that members have 'slipped behind' and commits the Prison Service to discussions with the Unions on a range of productivity and other measures, savings from which may form the basis of future pay. It is a difficult agenda, but one welcomed by Unite in that there is recognition of a problem, but there is also a desire to solve it, albeit within the overall constraints of the Treasury.

Finally, all Unite reps have been provided with full written details of the Pay Agreement which is available for inspection if any reps do not have the information; it is because we don't have your email addresses.

ROBIN WILKINSON CHAIRS THE PJIC:

The Industrial Trade Unions welcomed the fact that Robin Wilkinson, HR Director, chaired the meeting and listened first hand to the concerns of the industry.

Whilst recognising good performance in Prisons, he did indicate there is an overall reduction in budgets. The Unions pointed to last month's report of a £1.9 million backlog of repairs, indicating that our members face major challenges.

APPRENTICES:

Discussion will take place at the Sub-Committee on how to increase the number of apprentices whilst avoiding job substitution.

It was recognized that proper training and mentoring of apprentices is essential and that the trade unions have a role in monitoring the quality of apprentice training.

AGENCY STAFF:

Currently, across all grades there are between 600 and 700 agency staff working in the Prison Service, and occupations there are currently too many agency staff working in the Prison Service. This imposes additional cost and burden and undermines the trade unions' ability to attain permanent staffing levels. In addition the ITUs raised their concerns about contractors undertaking work that could be completed in house. The ITUs are to monitor both issues and raise the matter during discussions on pay.

CATERING STAFF:

Unite drew attention to the fact that some Catering Staff, currently paid on Pattern B, are fulfilling the criteria for both B & C and indicated this anomaly, which results in loss of pay, requires formal discussion. This will be an agenda item at the Sub Committee.

The Minister accepts problems with pay. Meeting with Minister, Angela Eagle:

The ITUs, lead by National Officer Kevin Coyne, recently met with Prisons Minister, Angela Eagle. In a broad brush approach we stated the following:

- From Lord Justice Wolf and Lord Lygo to present day, industrial grades have been targeted as being treated badly by the Prison Service with not enough attention to pay.
- Industrial grades used to be paid more than Prison Officers and have been allowed to fall behind.
- Lack of any progress on the 37 hour week.

- Industrial grades and caterers are under-valued and their contribution is not recognised in the pay structure.

All these messages were delivered forcefully and, in fairness, she responded positively to the points we made.

She has agreed a series of meetings with her to monitor negotiations with the Prison Service on future pay, job evaluation and productivity. The delegation was pleased with the response and initial discussion on this agenda which commences on 8 December.

CIVIL SERVICE COMPENSATION SCHEME:

All Civil Service Unions received a notice from the Cabinet Office Minister, Tessa Jowell, indicating that the Government had come to "a final decision" on the consultation in regard to the Scheme - this despite the fact that a number of meetings had been cancelled with the Trade Unions and no meaningful dialogue had taken place since our last meeting with the Minister.

The Government now intends to unilaterally impose the revised set of proposals in April 2011.

This package sets out some limited changes which benefit the lowest paid in the Civil Service, including the restoration of 3-year payments on redundancy if and only if they do not exceed £50,000.

The implementation date has also been put back until April 2010 and there is also limited protection under the old scheme for those who are made redundant prior to April 2011.

For the full details please visit the civil service website at www.civilservice.gov.uk/my-civil-service/pensions or the Unite website, or contact your rep who has been sent the details.

Unite is calling a national reps meeting to discuss the proposals and to formulate our response and all members will be advised of the outcome.

JOIN UNITE:

Campaign for increased Pay and Shorter Working Week:

This 3rd Newsletter outlines the ongoing determination of Unite to improve our members' terms and conditions in the Prison Service.

If every one of the Industrial Grades was a union member, our campaign and our message to the Prison Service would be loud and clear. 'Historical low pay – no way! Treat Industrial Grades with respect and reward their contribution now.'

If you agree with this message and you are not a union member, join Unite today. There is an application form with this Newsletter.

If you are a Unite member, give the form to a non member and encourage them to join. If you want to hold a Prison meeting for members and non members, contact Dave Fleming.

PLEASE KEEP IN TOUCH

Senior Reps:

DAVE FLEMING:

National Lay Rep

Tel: 0191 332 3201

NEIL WIGHTMAN:

PJIC Rep

Tel: 01302 523000

CLIFF BROMILOW:

PSJIC Secretary

Tel: 0151 5304019

If you require further information please contact the reps or:

Kevin Coyne, National Officer

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128 Theobald's road,

Holborn, London WC1X 8TN

Kevin.Coyne@unitetheunion.com

Tel: 0207 6112527 / 2609

Membership Form - GB About You

Surname Mr Mrs Miss Rev Dr Male Female

Forename Mr Miss Rev Dr Male Female

NI No. _____ / _____ Date of Birth _____ / _____

House No./Name _____

Street _____

City/Town _____

Postcode _____

Home Tel. _____ Mobile _____

Email _____

About Your Job

Employer/Company Name _____

Department _____

Job Title _____

Work Address _____

Postcode _____ Work Tel. _____

NMC No. _____

Tick 1 21 or more hours per week (full time rate) I am an apprentice or on full time training scheme
 Less than 21 hours per week (part time rate) Student in full time education Self employed

Equal Opportunities

The Union is committed to the promotion of equal opportunities for all and it is the Union's aim to provide services and support to members that is free of discrimination on the basis of race, gender, religion, sexual orientation or disability. What ethnic group do you belong to?

Mixed White & Black Caribbean Asian or Asian British Pakistani Black or Black British African
 White British Mixed White & Black African Asian or Asian British Bangladeshi Black or Black British Other
 White Irish Mixed Other Asian or Asian British Other Chinese
 White Other Asian or Asian British Indian Black or Black British Caribbean Mixed White & Asian

Other/please specify _____

Do you regard yourself as disabled? For office use only (Member No.)

Direct Debit Details Instructions to your Bank or Building Society to pay by Direct Debit



Originators ID Number 9 7 1 4 6 7

Name of bank/building society _____

Town of the Bank _____

Sort Code _____ On the selected day of the month: 7th 14th 21st 28th

Account Number _____

Name(s) of Account Holder(s) _____

Instruction to your Bank or Building Society

Please pay Unite the Union Direct Debit monthly from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Unite the Union and, if so, details will be passed electronically to my Bank Building Society.

Authorisation of deduction of your trade union contribution from your pay (check-off)

Note: Not all employers operate check-off. I hereby authorise the deduction of Unite the Union subscriptions from my pay of such amounts as shall be notified to my employer on my behalf from time to time by Unite the Union. I also authorise my employer to inform Unite the Union of any changes of address.

Paid weekly or monthly? Weekly Monthly Payroll No. _____

Please read the Data Protection notice.

You have the right at any time to stop us using your details for third party marketing purposes. If you do not wish us to communicate with you or share your contact data for these purposes, please tick this box. Please note that this will preclude you from receiving our special offers or promotions.

I agree to abide by the union's rules. I authorise the payment above.

Signature(s) _____ Date _____ / _____ / _____

Recruitment Code _____ Branch Code _____ Workplace Code _____ Job Code _____

Business Reply Plus
Licence Number
RSCC-JGAL-GRJA



Unite the Union
128 THEOBALDS ROAD
LONDON
WC1X 8TN

IMPORTANT
MEMBERSHIP APPLICATION ENCLOSED



Unite the Union campaigning for:

- Better pay
- Safe pensions
- Job security
- Respect at work
- Healthy & safe working environments
- Flexible working
- Skills and training

