

WELCOME TO YOUR SECOND

Branch NJC Newsletter

we're so glad you're here!

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The response from our first newsletter has been great!

Thank you for the feedback received so far regarding these NJC Newsletters. It has been overwhelmingly positive, with many asking for regular updates and not just on pay. We certainly appreciate reading your comments, so please keep them coming. We have of course received questions on several pay related issues, and we will begin by answering these in this newsletter, as well as a request for NJC pay contacts.

Why you need to return your ballot

Anti Trade Union Laws are not recent initiatives, Conservative government since the late 1970's have been intent to tightening that screw. Trade Unions have always been a part of everyone's working life. Without Trade Unions, many of the accepted benefits you receive today, would not be present. Benefits such as pensions, maternity/paternity leave, sick pay, did not the result of a benevolent employer, but are the result of Trade Union action. The strength of Trade Unions has certainly dimmed since the 1970's, but membership remains higher today than it was in 1926 when the 'General strike brought the Country to a stop'. Taking part in Trade Union activity supports the preservation of all that has been won. Without you being active in your Trade Union, you will diminish how effective that defence is, at winning on pay and protecting your pension and T's & C's.

Read more over:



Branch Secretary Rob Turner and Regional Manager Alex Porter at the 40th Anniversary March of the GCHQ trade union dispute in Cheltenham this January.

So when Rishi introduced the latest attack on the worker with the (Anti) Strike (Minimum Services Levels) Act 2023, it was on the back of a long list dating from Thatcher's experience in the 1970's and the introduction of the Employment Act in 1980. Successive changes and several other 'Acts' such as the Trade Union Act 1984 which introduced rules on balloting. **TODAY**, Trade Unions need 50% + 1 of those being balloted to return their ballot papers. With the majority voting for strike action for it to be valid. This is a high threshold, but one we must reach to protect what has been won, and improve what we have. The message is simple, **whichever way you want to vote, return your ballot paper.**

**UNISON'S SERVICE
GROUP BALLOT OPENS
22ND APRIL: VOTE NOW.**



There is no better opportunity to get some practice at taking part in a Unison ballot than now. The Service Group Ballots opened on the 22nd April and run for the next month. The Branch nominated our Branch Secretary, **Rob Turner** for the **General Seat in Local Government**. Do not let your vote go to waste, read the candidates statement, tick a box and pop it in the post before the deadline. If you want more information on the Service Group ballots, email the Branch at:


unison@cambridgeshire.gov.uk

Pay Contacts still needed

Become a NJC Pay contact in your workplace and get the info first and share with your colleagues. Contact the Branch now.

Branch Social Media Outlets

The Branch uses Facebook and Twitter. Following the Branch, liking and sharing is a great way to keep up dated and spread the message of support.

 <https://www.facebook.com/cambsunison/>

 <https://twitter.com/unisoncamb>

How your pay has gone down since 2010.

In 2010 the Conservative Government came to power and shortly after, brought in austerity. It has been with us ever since and public sector workers continue to pay for a Tory policy of Small State by the introduction of the Free market principle. It means an end to things like the NHS, Local Government, Education supplied by the state and several freedoms we have taken for granted. We can see this principle being played out by the academisation of schools, and private bodies like Virgin, Spire, Capita, Circle Health supplying NHS services in our hospitals. It has been said that the only thing that remains is the NHS logo. Austerity measures have driven down wages in Local Gov by an average of 25% since 2010. It has come to a point where the lowest pay points have had to be removed, due to the m falling below minimum wage. Unison have fought to maintain salaries, and in the last 2 years with some success. Although short of the pay claim itself, getting £1925, approximately £1 per hour for a full time worker, is certainly a better result than the years since 2010. What is not sustainable though is a return to low wage increases. Many workers tell us they are on the poverty line. In the UK, 1 in 5 worker has less than £100 to live on after bills are paid. The only way to ensure decent salaries, is by voting in the NJC ballot and should it be necessary, by supporting action.

How your pay has decreased since 2016.

Year	Inflation-RPI	Your NJC Pay award
2016	1.8%	1%
2017	3.6%	1%
2018	3.3%	2%
2019	2.6%	2%
2020	1.5%	2.75%
2021	4.1%	1.75%
2022	11.6%	7% (avg)