

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 SEND TO THE ADDRESS BELOW.

FREEPOST RSKU-RRCA-HHSJ, EDUCATION, UNISONCENTRE, 130 EUSTON ROAD, LONDON NW1 2AY.

Please tick or fill in the boxes below

1. YOUR PERSONAL DETAILS

Mrs Ms Miss Mr Other

First name

Other initials(s)

Surname/Family name

Date of birth / /

Home address

Postcode

National insurance number (from your payslip)

How would you describe your ethnic origin?

Bangladeshi Asian Other Black UK Black Other
 Chinese Black African White UK
 Indian Black Caribbean Irish
 Pakistani White Other
 Asian UK

Please tick this box if you require materials in a different format (eg large print or Braille) – be sure to supply contact details below

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		
		per week	per month	Band
Up to £38.47	Up to £2,000	£0.30	£1.30	A
£38.48–£96.16	£2,001–£5,000	£0.81	£3.50	B
£96.17–£153.84	£5,001–£8,000	£1.22	£5.30	C
£153.85–£211.53	£8,001–£11,000	£1.52	£6.60	D
£211.54–£269.23	£11,001–£14,000	£1.81	£7.85	E
£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

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

Weekly
 Fortnightly
 Four Weekly
 Monthly

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.

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 cheque
(please tick if appropriate)

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.

£65 million spent on agencies

Further education colleges spent at least £65 million on agency staff last year, according to information obtained by UNISON under the freedom of information act.

The 170 colleges that replied to the union's FoI request spent a combined total of £64,613,485 on agency staff. There are 251 further education colleges, meaning the total bill will be even higher.

The disclosures come as hardworking college staff have seen their incomes fall in real terms by up to £3,100 over two years, and the cost of living rise by 9.4%.

UNISON believes using agencies is a particularly wasteful way of employing staff. Agencies regularly charge fees as much as three times the cost of directly employing a

member of staff. Colleges also have to pay 20% VAT on agency bills, but do not have to pay this tax when they directly employ workers.

UNISON head of education, Jon Richards, said:

"Colleges are claiming that they cannot afford to relieve the pressure on workers and their families by giving them a pay rise. These staff will be rightly shocked that colleges have tens of millions to spend on agency workers and on VAT bills. This is a disgraceful waste of money. It is time for colleges to stop wasting money and manage their budgets so they can pay workers fairly and safeguard jobs."

See: unison.org.uk/education/further/pages_view.asp?did=14323

Sixth form colleges pay

UNISON will be consulting members in sixth form colleges on the 2012/3 pay claim in the next month. UNISON believes that staff need a pay increase to match the increase in the cost of living. UNISON will be looking to catch up the pay lost following last year's pay freeze. We are asking the employers to review the pay spine to ensure that all staff receive a fair reward for their work. We are due to meet with the employers in June.

FE national pay claim

UNISON and the other recognised unions have formally submitted the England 2012/13 pay claim to the Association of Colleges (AoC).

- Updates will appear on: unison.org.uk/education/further

Norwich comes on shore

City College Norwich ditched its plans to offshore administrative work to India after UNISON publically urged the college to put a stop to its disruptive proposals.

UNISON believes that at a time of severe public spending and job cuts, taxpayers' money should be spent on saving jobs and providing services in the UK, rather than exploiting cheap labour abroad.

Jonathan Dunning, UNISON branch secretary, said:

"The college claimed that the plans would not lead to job losses initially, but could not confirm that jobs would not be lost later on down the line. With Norwich struggling in recession,

any job lost is a huge loss to our local community and its economy."

The offshoring of administrative work was being funded through a grant given to the college by the Department for Business Innovation and Skills.

Colleges seminar spoiled us for choice

The atmosphere was vibrant and invigorating at this year's further education and sixth form college seminar held in Bolton. Delegates participated in a range of workshops and heard from interesting and engaging speakers, including a speaker from Show Racism the Red Card.

Delegates heard how Show Racism the Red Card fights racism in educational settings and how training helps to identify and stem the flow of racial problems within the sector.

Delegates were truly spoilt for choice this year, with new and interesting speakers and workshops. These included 'Shared Services' 'UNISON's Living Wage campaign' and 'A Guide to Further Education Funding and Accounts'. The funding workshop helped members to identify ways in which they could challenge government redundancy proposals and showed members where to look in college accounts to identify savings. It proved to be indispensable for those facing redundancies. Delegates at this workshop demonstrated how they got to grips with college funding and proposed alternative to job cuts.

You can sign up for next year's seminar by emailing education@unison.co.uk

Cymru Wales pay claim

UNISON Cymru Wales is determined to use this year's pay negotiations as an opportunity to win a fair deal for members.



Over the last two years the cost of living in the UK has rocketed by 21%. Increases in the cost of essential items has hit lower-paid staff particularly hard in the past year:

- fuel and light costs up by 13%
- fares and travel up by 5%
- clothing and footwear up by 9%.

As a result many college staff simply cannot afford to pay for essentials.

UNISON Cymru Wales and the other recognised unions are therefore calling on the national employers to pay a 5% increase with a minimum £750 underpinning for the lowest paid.

CONTACT

Telephone
0845 355 0845

Email
education@unison.co.uk

unison.org.uk/education/further



Over 100 guests including 30 MPs from all three main parties and peers attended a UNISON parliamentary event to launch UNISON's 'Education our Future' report. Full story on page 4.

L to R: Francis Beckett (author), Dave Prentis, Catherine McKinnel (shadow education minister), Stephen Twigg (shadow education secretary) Andrew McGregor and Sarah Cawston (careers), Jeanette Ketteringham, Nixon Todd, Kelvin Hopkins MP (Labour), Sharon Hodgson MP (Labour)

I want to live not just exist



I want to live not just exist – The UK-wide campaign for the Living Wage in colleges was launched by UNISON and the National Union of Students (NUS) this spring at their respective conferences.

While some college principals receive over £200,000, many FE staff earn less than £14,000 a year. With job cuts, rising inflation, attacks on pensions and the increased privatisation of college services more and more families are finding themselves unable to make ends meet.

A small increase in wages to at least £7.20 (£8.30 in London) can make the difference between not coping and coping for families.

Join the campaign now – or kick off the campaign in your college. There is an easy-to-use online toolkit developed by UNISON with the NUS that takes you through all the steps for a campaign. Resources including factsheets, press releases, surveys, case studies and petitions are already designed and ready for you to use or adapt to your local needs.

Designed in three practical stages the campaign toolkit shows you how to “get ready – make the case – take action”. See it all online at: alivingwage.co.uk

Tell us your Living Wage stories
education@unison.co.uk

National day of action – 22 June

UNISON is urging members in England to take part in a national day of action with UCU and NUS on 22 June to say “NO!” to fees in further education.

Adult learners who are currently studying for the equivalent of A Levels receive funding from the government towards their tuition fees.

Plans being pushed through by government would see this support removed for people aged 24 and over, effectively doubling tuition fees. Learners will be offered thousands of pounds in student loans – as in the university system – to pay their course fees.

Government figures show that if the FE loans policy were in place today over 375,000 learners would be affected – with a 20% decrease in learners over 24 already budgeted for. This would be disastrous for colleges and learners and would increase the scale of job losses.

What you can do

Check out the website designed to help you get involved in the campaign: <http://no2fees.org.uk/>

- write to your MP now using the model letter on the website to ask for their support

- ask your work colleagues, family and friends to write to their MP
- meet your MP locally on or around the 22 June. You could go as a group from your college
- start planning the action your branch/college/students can take
- join the day of action on 22 June.



I want to **live** not

Miliband and Prentis demand a Living Wage in colleges



“Staff working as nursery nurses, cleaners and kitchen assistants in further education need a Living Wage” – this is the clear message coming from Labour

MP David Miliband and UNISON general secretary Dave Prentis.

The call comes in the wake of a UNISON survey showing that 55% of colleges in England are not paying the Living Wage to many of their in-house staff.

Dave Prentis and David Miliband have sent out a joint letter to those colleges not paying the Living Wage, calling on them to commit to relieving the financial hardship of staff, urging them to negotiate a Living Wage for low-paid staff.

As part of the national pay deal for 2011/12, the Association of Colleges recommended that all colleges in England increase their minimum hourly rate of pay to at least £7.20 an hour.

Dave Prentis, said: “It is time that FE colleges recognised the real financial hardship that many of their staff and families face year after year. The cost of everyday essentials such as food and fuel just keeps going up and workers are really struggling.

“Over the coming months we will be working closely with our friends in the Labour party and the National Union of Students to ensure every college becomes a Living Wage employer”.

UNISON will award a ‘kite mark’ to those colleges and universities that do the right thing and agree to pay the Living Wage.

The Living Wage increase has made a big difference to us. We are able to pay bills and put the heating on without the usual worry of the next gas bill

A Living Wage – the facts

- On a 40-hour week the difference between the minimum wage and the Living Wage can make the difference between paying the bills and getting into debt.
- While some college principals earn over £200,000 they tell us they cannot afford to pay their staff around £14,000.

What is the Living Wage?

The “Living Wage” is defined as the minimum rate of pay required for a worker in the UK to provide their family with the essentials of life.

It is an hourly rate set independently every year, calculated according to the cost of living.

How much is the Living Wage?

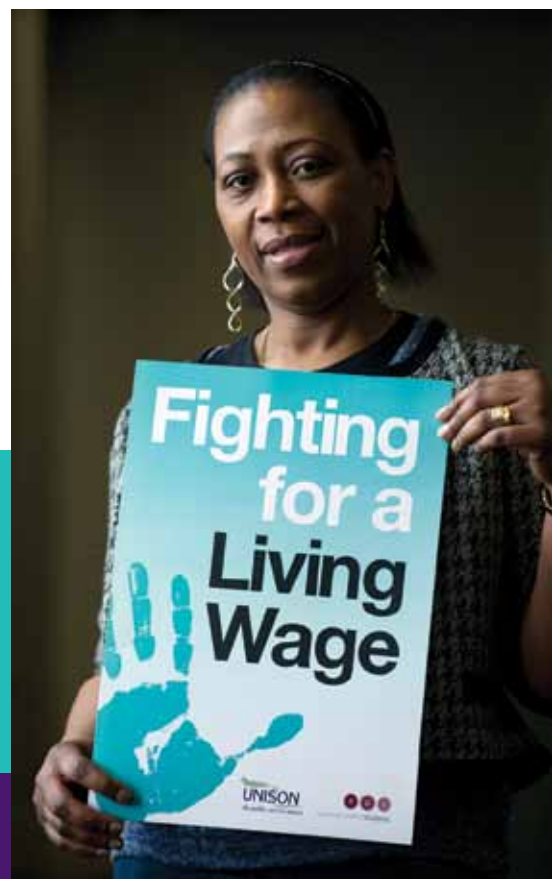
In London the 2011/2012 Greater London Authority rate is £8.30 per hour.

Outside of London the current rate is £7.20.

As we go to press we have already heard back from the following colleges that they will do the right thing and implement the Living Wage:

New College Durham
Thanet College
Kendal College
Hull College Group

City College Norwich
City of Wolverhampton College
Bournemouth and Poole College



just exist Campaigning for a Living Wage

We don't own a TV, because we cannot afford the licence fee and most of my clothes are purchased in charity shops

Who decides how much the Living Wage should be?

In London the rate is calculated by the Greater London Authority. Both Labour and Tory mayors have agreed to support the Living Wage.

The national rate for outside London is calculated by the Centre for Research in Social Policy at Loughborough University.

Who pays the Living Wage?

Employers choose to pay the Living Wage on a voluntary basis – because they believe it is good for staff and good for business. Barclays, Lush cosmetics, KPMG, Barclays, Linklaters, Save the Children... to name a few.

But those employers are not further education colleges?

The college Employers (Association of Colleges) agreed last year that further education colleges in England should pay the Living Wage.

Many colleges already pay the Living Wage – but far too many don't. That's why UNISON is campaigning for all college staff to be paid at least the Living Wage – as the Employers have agreed they should. While some college principals earn over £200,000 there are those still telling us they cannot afford to pay their staff around £14,000!

Now that I am receiving the Living Wage I can afford travel cards every week without any worries

How is the Living Wage good for business?

Employers have found that paying the Living Wage enhances the quality of the work of their staff, while absenteeism can fall by up to 25%. It also has a significant impact on recruitment.

Businesses also report increased consumer awareness of their organisation's commitment to being an ethical employer.

But isn't this what the national minimum wage is for?

The national minimum wage is £6.08 for workers over 21. It is the legal minimum that a worker can be paid – not a decent wage.

On a 40-hour week the difference between the minimum wage (£243.20) and the Living Wage (£288) is £44.80 a week. On low wages, this can make the difference between paying the bills and getting in to debt.

A Living Wage affords people the dignity to provide for themselves and their families.

How is it good for everyone?

On minimum and low wages many people are forced to work two jobs. This leaves no time for family life, can make childcare unaffordable, forcing people into the benefits and poverty traps.

The Living Wage can make enough of a difference to reverse this. It is not an ideal – it is a starting point.



We are the forgotten people, trying to work and make ends meet

Pensions latest

After months of tough negotiations, the proposals for the Local government pensions scheme (LGPS) from 2014 have been signed off by ministers for consultation. UNISON will now start briefing regions, branches and members to let you know exactly what is being proposed from 2014 so that you can have your say.

UNISON will be consulting you about the proposals in a postal ballot.

Detailed information about all aspects of the LGPS 2014 proposals can be found on our website and more information will also appear there as details for the ballot are finalised. See:

<http://www.unison.org.uk/pensions/lgps.asp>

Parliament gathers to hear UNISON members' views

Over 100 guests including 30 MPs from all three main parties and peers attended a UNISON parliamentary event to launch UNISON's *Education our Future* report. UNISON is the largest education union, with members working from early years to higher education.

Education our Future sets out UNISON's education policies and our desire to deliver a high-quality and groundbreaking education system, while fulfilling the aspirations of support staff working in education.

The parliamentarians were met by a range of UNISON members from

across the UK working in early years, schools, careers, FE and HE to talk about the vital work they do in their every day jobs.

The event was hosted by Sharon Hodgson, shadow education minister and speeches were made by Dave Prentis, UNISON general secretary, Stephen Twigg, shadow education secretary and Baroness Jones, shadow education minister in the Lords. Speakers highlighted and praised the variety of work and roles that support staff carry out across education and compliments were paid to UNISON on its increasing profile in the education sector.



• *Education our Future* can be ordered free for members from UNISON's online catalogue.



1

1. Dan Rogerson MP (Lib Dem), Jeanette Ketteringham (sixth form rep), Nixon Todd (vice-chair of FE committee), Jonathan Sedgebeer (UNISON schools committee)



2

2. Anne McCormack, chair of FE committee

3. Sarah Cawston (UNISON, careers) Dave Prentis, Andrew McGregor (UNISON, careers), Eleanor Smith UNISON president



3



Scotland fights cuts and mergers



The Scottish government's 'regionalisation' plans are continuing apace. They plan to massively

reduce the number of colleges in Scotland by forcing colleges into either large-scale mergers or looser 'federation' style arrangements with each other. One of the key drivers behind these mergers is the government's belief that the sector will be better able to absorb massive budget cuts by sharing services

and avoiding duplication. UNISON is concerned about the impact of these proposals on our members. There is no doubt that colleges are now considering shared services and privatisation. UNISON is therefore readying for a big campaign to defend provision for learners and members' jobs and conditions.

Chris Greenshields, the chair of the Scottish UNISON further education committee met with Mike Russell, the Scottish education minister to ensure that the Scottish government were made aware of UNISON's concerns. Whilst there was some

positive feedback from the minister, we are concerned that the Scottish government is simply not addressing the real issue facing Scotland's colleges which is the massive cuts in college budgets.

The UNISON Scottish FE committee has set up a Facebook page and is about to launch a campaign to highlight the issues affecting our colleges. It is called UNISON Scotland Further Education Group. It has some information on it already and we will continue to provide regular brief updates. Please sign up to the group to be part of the campaign.