

GMB/Apex B11 Branch

Newsletter Autumn 2013

Dear Colleagues,

We would like to welcome all GMB/Apex Members to our Newsletter and hope you find the information useful. We have some different articles in this edition including a welcome note from our new LGBT officer and some Benefits Mythbusters. Please email Sharon Whittaker at apex@lbbd.gov.uk or Brendan Duffield at brendan.duffield@lbbd.gov.uk if you have any comments or suggestions for next time.

GMB/Apex is looking for members to distribute information regarding work related issues and GMB Government bulletin issues that may affect you. If you can display or circulate please provide your email address so we can send you the relevant information.



ARE YOU MAKING THE MOST OF YOUR EMPLOYEE BENEFITS?

Boost your spending power from day-to-day shopping to luxury items

Enjoy your leisure time with savings on family activities, eating out and holidays

Experience wellbeing with relaxing spa breaks and healthcare benefits

REGISTER FREE AT LBBD.WIDERWALLET.COM
USING ACCESS CODE S373535E

EASY ACCESS TO YOUR BENEFITS
HELPSDESK: INFO@WIDERWALLET.COM | 0800 612 7220

Wider Wallet

GMB

New website

Your GMB/Apex union B11 Branch has some good news!

We taken the opportunity to set up our own Local

Personalised Website for members:

www.gmbapexb11.org.uk

Our officials within the GMB/Apex B11 branch want to move towards the future and believe having a local website is a move in the right direction. Many of our members can have instant local workplace news, especially beneficial to School Support Staff and other employees do not have a LBBB email account.

You will be able to access the GMB/Apex local website from any computer, laptop, iPad or smartphone which will provide the opportunity to access information freely.

Members can also decide what workplace information is relevant to them and choose which of the GMB campaigns they would like to get involved in or be kept up to date with.

GMB

New Website

Some current campaigns the GMB are running include;

Support the 100,000 Teaching Assistants threatened by Government, Stop Blacklisting of TU activists, Guarantee Living Wage, Stop Zero Hours Contracts and many others which you may find of interest.

The website will also include National GMB News and Campaigns along with PDF files on Policies and Procedures for both Corporate and School employees. A list of our Officers and Stewards will be available, as will Branch News/functions, Legal Advice links and Health & Safety information.

You can join our mailing list on the webpage too, to receive this newsletter by email rather than post.

As we go along, our website will improve and will include more information for workers in both the Public Sector and Private Sector including those in Manufacturing or Commercial services.

GMB

GMB in Schools

Allegations - know your rights

Everyone working in a school fears becoming a victim of false allegation of abuse; it is one of the key reasons why school support staff need to be a member of the GMB to ensure that they have the adequate support if faced with a allegation. Statutory guidance from the Department of Education says that;

'Employers have a duty of care to their employees'

Individuals should be informed of any concerns or allegation and given an explanation of any course of action, unless there is an objection by the local authority social care services or the police

For further advice on this issue please contact the GMB office, as GMB can provide members with expert support and representation, up to and including free legal advice

GMB

GMB in Schools

Administering and dispensing medication

GMB recognize that many members in school administer and dispense medication. Following a recent article in the local press, we had cause to write to the council seeking confirmation as to what protection the council and school provides to staff in respect of this. We will keep members updated on this.

Help others join today
www.gmb.org.uk/join

GMB

Get Involved

Branch Meetings for 2013

04th December @ Civic Centre time 4.45pm to 6pm
Committee Room 2

Branch Meetings for 2014

12th March @ Civic Centre 4.45pm to 6pm
Committee Rooms 3 & 4

05th June @ Civic Centre 4.45pm to 6pm
Committee Rooms 3 & 4

17th September @ Civic Centre 4.45pm to 6pm
Committee Rooms 3 & 4

02nd December @ Civic Centre 4.45pm to 6pm
Committee Rooms TBC

The **GMB/Apex B11 Branch** would like to invite all the **GMB** Retired Members who may have spare time on their hands and would maybe like to help organise and be involved in **GMB** campaigns and activities to get in touch.

Please contact us on 020 8227 2157 or 020 82272141

GMB
Get Involved



Become a
workplace
organiser!

Would you like to become part of the GMB team in Barking & Dagenham?

Workplace Organiser

Would you like to become a GMB Workplace Organiser (Shop Steward) or Health & Safety Rep?

If you would, please contact Brendan Duffield on 020 8227 2141 or Sharon Whittaker - 020 8227 2157

If you are interested in helping with Educational Development, then ask about becoming a Union Learning Representative (ULR)

If you are interested or would like more information about the role of a GMB branch officer, Please contact Sharon Whittaker on 020 8227 2157 or email apex@lbbd.gov.uk or Brendan Duffield on 020 8227 2141 or email Brendan.duffield@lbbd.gov.uk

GMB

Benefits for Members

A legal service open to any GMB member who needs a solicitor to deal with matters not connected to work issues. If you have any problems that require legal advice, such as consumer rights, housing, divorce or any other matter, then take advantage of the free legal advice.

If you or your family are injured in an accident on the roads whether as a driver, passenger, cyclist or pedestrian, you will be entitled to receive free legal advice and assistance in making a claim for personal injury.

Make a single or joint Will completely free, please contact 020 8202 8272 for a form to be sent to you or you can do this online at www.gmb.org.uk

GMB

Information from the National Union of Teachers

The NUT has recently released the following information, outlining why we should 'Stand up for Education'. They state that Government is:

- No longer requiring schools to employ qualified teachers.
- Rushing through a new curriculum, without resources and against the advice of many teachers; and introducing expensive and unnecessary new tests for 5 and 11 year olds.
- Reducing young people's opportunities by trebling tuition fees and abolishing the EMA; and wasting the Olympic legacy by undermining sport in schools.
- Creating chaos for parents by allowing neighbouring schools to have different term dates and school holidays.
- Building free schools for secondary age children in places where they are not needed instead of primary schools which are needed and paving the way for private companies to make a profit from running our schools.
- Causing chaos in teachers' pay and pensions; and making teaching a less attractive prospect for young people.

This is not a recipe for high quality publicly funded education to help every child do the very best they can.

When it comes to education - we really are all in it together.

FOR MORE INFORMATION AND TO SUPPORT THE CAMPAIGN VISIT WWW.TEACHERS.ORG.UK

GMB

Support for employees

Seasonal Flu - Get Vaccinated!

As an important part of The Council drive to improve the health and wellbeing of employees, the Council is offering free of charge, Seasonal Flu Vaccination to all employees.

The vaccinations will be offered during October, November, December and January and the earlier you get vaccinated the better.

Free Seasonal Flu Vaccination is available to all Council, School and Elevate employees.

Employees simply need to get permission from their Manager or Head Teacher before booking a vaccination with Occupational Health.

Vaccination Clinics will generally be run in the Civic Centre and Town Hall and we will also provide clinics at Service locations and Schools, if the Service is able to provide a room and a minimum of 20 appointments.

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Support for employees

To book an appointment contact Occupational Health;

Telephone - 0208 227 3509

E mail - occupationalhealth@lbbd.gov.uk

Remploy

Remploy are available to provide free mental health support to employees who are liable to go off work, or are off work with mental health issues e.g. employees who feel under pressure and are finding it difficult to remain in work or may be absent with perceived stress. Employees are encouraged to self refer themselves to the Remploy service, via Occupational Health, if they feel under such pressure that it is liable to affect or is affecting their attendance at work.

GMB

LGBT

Fellow members,

My name is Victoria Grimwood. I am a qualified social worker and I work for LBBD as a cluster manager within Adult and Community Services. I recently agreed to act as the GMB branch LGBTI representative and I have found my brothers and sisters within the branch to be very welcoming and supportive.

Solidarity is based on communities of interest with shared objectives and standards so I am really pleased that the GMB recognises that homophobia and the oppression of minorities is wrong and that the union is committed to protecting and furthering the employment rights for all workers including those who identify themselves as LGBTI (Lesbian, Gay, Bisexual, Transgendered or Intersex). I also think it is important to recognise that there are people who might define themselves as Queer (this means they choose not to use LGBTI or other gender labels because of their politics) and people who might experience

GMB

LGBT

discrimination because someone else thinks they or a member of their family might be LGBTI or Queer.

I will be attending the London Region Equality Conference soon and will look forward to events in support of Equalities Week.

Sadly there isn't an active LBBD staff network at the moment however there is a regional staff network called GMB Shout! This network holds regular events and meetings and to provide somewhere confidential where people can talk through anything concerning them. I am also happy to be contacted myself via the union.

Victoria

SHOUT! Contact details

Tel: 020 7801 2780 (confidential answer-phone service
- please leave a message)

Email: gmbshout@hotmail.co.uk **Facebook:** [GMB Shout!](#)

GMB
EVERYONE DESERVES A
£1 AN HOUR
PAY RISE FOR 2014

GMB and other local government unions met on 15 October, to determine the pay claim for 2014. All unions agreed that the claim should be for £1 an hour which would also achieve a Living Wage. The national local government employers have been written to with the claim put in formal terms as "A minimum increase of £1 an hour on scale point 5 to achieve the Living Wage and the same flat rate increase on all other scale points". I am pleased that this claim reflects the unanimous view of GMB lay delegates who met earlier this month.

A "£1 an hour" claim is equivalent to around 8% payroll cost and the employers will say they are planning to budget for much less. That's why we have submitted the claim now, before budgets are finalised. Local authority staff have suffered 18% real terms pay cuts, most never got the £250 given to the rest of the public sector and have seen other terms and conditions

GMB
EVERYONE DESERVES A
£1 AN HOUR
PAY RISE FOR 2014

attacked. It's high time staff got a decent pay rise to make up for some of those losses. Another low pay year would be completely unacceptable.

But achieving a decent pay rise will need unions and members to campaign together - and getting non-members to join so that we take our message into every town hall and office and school and depot until it is heard.

GMB and the other TUs believe our justification for "£1 an hour" is strong and we will be asking everyone to take part in the campaign to achieve it.

Together we can win.

CONTACT: Brian Strutton
Tel: 020 8971 4255

GMB

Equalities

#EQUALPAYDAY

Thursday 7 November, 6.30pm
Hughes Parry Hall, London

Forty years after the Equal Pay Act became law the average women worker still only gets 5/6th of a man's wage. Effectively, this means that women work for nothing from 7th December until 31st December.

London NUT Women's Network are starting a campaign on the 7th November to which all are invited. For further information;

Facebook- London NUT Women's Network

Twitter- @LNWN_NUT

Email- London@nut.org.uk

GMB

Equalities



GMB London Region Black Workers Seminar

The Regional Equality forum is hosting our first Black workers seminar and is open to BAME (Black, Asian and Minority Ethnic) members. There are sixty places available on a first come, first served basis.

The aim of this seminar is to build on London Regions self-organised groups and hopes to develop a Black Workers group for the future. The event will be held

at: **GMB Euston Office**

22 Stephenson Way, London, NW1 2HD

Saturday, 9th November, 10.00am - 4.30pm

Guest Speakers to be confirmed

If you would like to take part and identify as Black, Asian, Minority Ethnic then please contact Sue Hackett - Regional Equality Officer on

sue.hackett@gmb.org.uk or call 020 8202 8272 and leave a message with Ella Woodgate. Please make sure you give your name, contact telephone number and an email address (if you call). Please state that you would like to attend. The Equality Department will confirm your place shortly afterwards or let you know if the seminar is fully booked.

GMB

Benefits Mythbusters

Further information
available at;

www.classonline.org.uk

Centre for Labour and
Social Studies

Myth 1: There are generations of workless families-

In households with two or more generations of working age; there's only 0.3% where neither generation worked

Myth 2: Benefits are too generous-

A single person working 30 hours a week at National Minimum Wage would be £2,270 a year better off than on benefits

Myth 3: Spending on benefits is out of control-

Benefit spending in 2011-12 accounted for 10.4% of GDP, lower than the mid 80s (11%) and mid 90s (12%)

Myth 4: The benefit bill is high because of cheats and fraudsters-

In 2011/12 just 0.7%⁷ or £1bn of the benefit bill was overpaid due to fraud - compared to £70bn lost through illegal tax evasion⁸

Myth 5: Most claimants are sitting at home on

benefits for years- less than half of Jobseeker's

Allowance claimants claim for more than 13 weeks, and less than 10% claim for more than a year

Myth 6: Most benefits go to the unemployed-

53% of social security spending goes to pensioners

Myth 7: We are spending vast amounts on huge

families- Families with more than five children account for 1% of out-of-work benefit claims

GMB

Local Authority

Recognised Trade Unions attend various meetings with the local authority, attending these meetings are Senior Management and Councillors to discuss Employee Relations & Health & Safety and changes within the Local Authorities. We are represented at the following meetings;

Employee Joint Consultative Committee (EJCC)

Employee Joint Health & Safety and Wellbeing Consultative Committee (EJH&WC)

Corporate Joint Consultative Committee (CJCC)

Human Resources & Trade Unions (HR/TU)

Teachers, Soulbury, Youth and JNC Officers have separate consultation arrangements

If you have any issues you feel you want GMB to raise please phone or email your steward or Branch.

GMB

Who's who?

Officers

Branch Secretary- Brendan Duffield **020 8227 2141**

Branch President- Sharon Whittaker **020 8227 2157**

Equality Officer- Melanie Bartlett **020 8227 8013**

Youth Officer- Dan Young **020 8227 8441**

Social Secretary- Sue Warman **020 8227 3147**

Retired Member Association- Pam Burgon

Workplace Representatives

Dawn Sharman Housing Services 020 8227 5251

Mark Watson Heritage Service 020 8227 6745

David Rose Library Service 020 8227 6233

David Golland Library Service 020 8724 3942

John Elesho Jr Housing & Environment 020 8227 3538

Zoe Garbett Commissioning 2 Stour Rd 020 8270 2311

Michelle Adams Rush Green School

Diane Ovenden Village Infants School

Barry Collett Beam Primary Caretaker

Phil Warren Warren Comprehensive School

Karen Hunt Warren Com School

Coral Dunnill-Gosling Trinity School

Lisa Paulding Eastbury Com School