

# UNISON Matters

Aberdeenshire

October 2013

## Aberdeenshire Matters UNISON

Branch Secretary Inez Teece:

"Welcome to our UNISON newsletter which has the latest news and contact details for your Aberdeenshire Branch.

It has been a busy summer but we will continue to keep up the momentum throughout this year and build on our successes, such as the living wage for our lowest paid members, and continue to fight against the public service benefits".

Please get in touch via the Grampian Resource Centre; 01224 620 624, if you would like to discuss articles in the newsletter or any other issue.

## UNISON to ballot on new Pension Scheme with recommendation to accept

### Proposals for the new scheme

Pension negotiations are complete and UNISON will be balloting members from the 16th October on the proposals. Here we want to give you the main facts about what will change and what will stay the same.

### What will change

- The Accrual Rate. This determines the amount of the pension paid on retirement. The current accrual rate in the Scottish LGPS is 60ths. UNISON negotiators have argued for an improved accrual rate of 49ths.
- Career Average Scheme (CARE). One of the advantages of this is that it spreads the benefits more evenly. So from 2015 there will no longer be a situation where the last 3 years salary will influence your pension. However, transitional provisions will apply for those with pre-2015 service in the scheme.
- £12 lump sum for each £1 of pension up to 25% of our total pension due.
- The 50/50 option. Also agreed until at least 2017 and is dependant on 10% take-up (when it will be reviewed) is the 50/50 option. This will benefit low paid staff allowing the payment of half contributions by both employee and employer.

- You will be able to continue to add to your pension up until the age of 75.
- Award of additional pension will be limited to no more than £5,000 per year.

### What will not change

- Contribution rates retaining the five-tier employee contribution rate to deliver an average employee contribution rate of 6.3%.
- Partner + Survivor pensions will stay the same apart from the fact that there will no longer be a requirement to nominate cohabitee.

You will receive a consultative ballot paper on or soon after the 16th October with further information.

Please visit the UNISON website page which is dedicated to information on Protecting Our Pensions for more information – [www.unison-scotland.org.uk/pensions](http://www.unison-scotland.org.uk/pensions).



# UNISON: HERE WHEN YOU NEED US

# School Support Staff



Susan Kennedy, Teaching Support Staff and Assistant Branch Secretary

**School support staff are facing increased pressure to administer medicines and provide medical care for children at school.**

UNISON Aberdeenshire Assistant Branch Secretary and teaching assistant, Susan Kennedy wants school support staff to know they will be supported if they find themselves pressured into administering medication.

A UNISON/RCN survey last year found that up to one in five

school support staff do feel under pressure to administer medication to pupils, but on in four don't feel comfortable doing so.

Susan Kennedy said:

"For most school support staff, administering medical procedures is not part of your contract. Your employer can't change your contract to include medical procedures without your agreement.

I advise members to only administer medication and provide support to pupils with health needs if:

- You've agreed and the specific tasks are clearly defined in your existing contract. Generic

references to 'medical support' or 'as required' are not acceptable and could put children and staff at risk

- you feel competent and confident to undertake the task and are clear about the limits of your responsibility
- You've completed approved training and continue to have access to updated and specific training at least once a year
- You're fully indemnified by your employer for tasks you're undertaking (check that you are adequately covered by your employers insurance policy."

**UNISON continue to support members in the workplace when they need it most. Do not hesitate to contact your branch on 01224 620 624 for confidential advice. If you're not a UNISON member, don't lie awake at night worrying, join UNISON today.**

## Pay Ballot Result

**Local government members have decided not to move forward to three days of industrial action over a proposed pay raise of 1% for the current year, which they rejected overwhelmingly earlier in the summer.**

The pay ballot, which closed on 13 August, resulted in a very narrow rejection of moving towards a programme of industrial action in support of an improved offer. 49.78% voted in favour of industrial action and 50.22% voted against.

Kate Ramsden, Branch Chair said, "Whilst the result of this ballot means that members have narrowly voted to reject industrial action over the current one year deal, there was a substantial vote for a strike.

"We also need to remember that our members in local

government had voted previously by 3 to 2 to reject the miserly 1% pay offer which is effectively a further pay cut. However, many fear for the security of their jobs and worry about the pressure on the vital services we provide to our communities.

"That's the climate in which our people have to operate under the current Tory austerity policies."

Inez Teece, Branch Secretary and a member of the Local Government Committee added, "The industrial action ballot which closed yesterday provides no mandate for a strike and members have reluctantly accepted the 1% rise for the current year.

"However, UNISON will now move forward to a real push on pay in the coming year. Our members do vital work and provide important services for our communities. They are worth more than a series of effective pay cuts."

# Your UNISON Aberdeenshire Branch Get In Touch

Write to: UNISON Aberdeenshire, Grampian Resource Centre, 7 Alford Place, Aberdeen

Call: 01224 620 624

Email: [Aberdeenshire@unison.co.uk](mailto:Aberdeenshire@unison.co.uk)

## ARE YOU GETTING THE MOST FROM YOUR MEMBERSHIP?



UNISON members receive benefits, not just inside the work-place.

**LEGAL ADVICE** for you and your family, including a free wills service, low cost conveyancing and help with immigration issues.

**Cheaper Car Insurance, Travel Insurance, mortgages and discounts** are all benefits of being a **UNISON** member.



As a valued UNISON member we can offer you competitive rates on your **Home, Travel** and **Pet** insurance policies



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**TRAVEL INSURANCE**



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Follow us on:



See our latest offers online at

[www.unisoninsurance.co.uk](http://www.unisoninsurance.co.uk)



Call **free** for a quote

**0800 66 88 55**

Lines are open 8.30am-8pm Mon-Fri, 9am-1pm Sat\*

\*For quality and protection purposes your call will be recorded. UNISON is an Introducer Appointed Representative of UIA (Insurance) Ltd. and UIA (Insurance Services) Ltd. UIA Travel and Pet Insurance are provided by third parties, see [www.uia.co.uk/terms](http://www.uia.co.uk/terms) for details. All these companies are authorised and regulated by the Financial Services Authority.

there  
for you

UNISON's registered charity provides a unique confidential service just for

UNISON members and their families.

We offer:

- debt service
- advice and support
- financial assistance

• wellbeing breaks.

Call us on 020 7121 5620 or email [thereforyou@unison.co.uk](mailto:thereforyou@unison.co.uk)

or visit [unison.org.uk/thereforyou](http://unison.org.uk/thereforyou)

Charity registration number: 1023552

# Join UNISON – essential cover wherever you work

Simply complete the form below and post it to the freepost address on the back page

## 1 Tell us about you

Title

First name

Surname/family name

Date of birth  /  /

Home address

Postcode

email

Phone number (please indicate if home, work or mobile)

National insurance number (from your payslip)

Please give your ethnic origin: (tick one box)

- Bangladeshi     Pakistani     Black African     Black UK     White UK  
 Chinese     Asian UK     Black Caribbean     Black other     Irish  
 Indian     Asian other     White other

## 2 Tell us about your job

Employer's name

Your job title/occupation

Workplace name and address

Postcode

Payroll number (from your payslip)

## 3 What you will pay each month

Please tick the appropriate box for your earnings before deductions.

Annual pay	Your subscription
Up to £2,000	<input type="checkbox"/> £1.30
£2,001–£5,000	<input type="checkbox"/> £3.50
£5,001–£8,000	<input type="checkbox"/> £5.30
£8,001–£11,000	<input type="checkbox"/> £6.60
£11,001–£14,000	<input type="checkbox"/> £7.85
£14,001–£17,000	<input type="checkbox"/> £9.70
£17,001–£20,000	<input type="checkbox"/> £11.50
£20,001–£25,000	<input type="checkbox"/> £14.00
£25,001–£30,000	<input type="checkbox"/> £17.25
£30,001–£35,000	<input type="checkbox"/> £20.30
over £35,000	<input type="checkbox"/> £22.50

## 4 Choose your political fund

One of the ways UNISON works on your behalf is through political campaigning. Your subscription includes a political fund payment so you won't pay any extra, but in UNISON you choose how you want that money to be used.

Please tick one box only.

- Our Affiliated Political Fund takes UNISON members' views directly into the Labour Party, working to promote UNISON policies.  
 The General Political Fund is used to pay for branch, regional and national campaigns but is independent of any political party.

## 5 Choose how you wish to pay

EITHER deduct from salary:

- I wish to join UNISON and authorise deduction of subscriptions from my pay by my employer.  
 I wish to join UNISON and authorise deduction of subscriptions by direct debit

Signature

Date

Please go to [unison.org.uk/privacy-policy](http://unison.org.uk/privacy-policy) to see how we will protect and use your personal information

## Instruction to your bank or building society to pay by Direct Debit

Please fill in the form and send to UNISON, 130 Euston Road London NW1 2AY

Name and full postal address of your bank or building society

To: The Manager

Address

Postcode

Name(s) of Account holder(s)

Bank/building society account number

Branch sort code

Service User Number

9 7 0 0 5 0

Reference number for office use only (do not complete)

Please pay UNISON Direct Debits from the account detailed in this instruction subject to the safeguard assured by the Direct Debit Guarantee. I understand that this instruction may remain with UNISON and, if so, details will be passed electronically to my bank/building society.

Signature(s)

Date

Banks and building societies may not accept Direct Debit instructions for some types of account