

When will the National Pay award be paid?

GRADE	Current Rates		Employers' Offer for 2023 Rates	
	Min 2022	Max 2022	Min 2023	Max 2023
Grade A	£23,457	£24,804	£25,686	£27,033
Grade B	£24,408	£25,629	£26,637	£27,858
Grade C	£25,212	£26,472	£27,441	£28,701
Grade D	£26,046	£27,357	£28,275	£29,586
Grade E	£26,913	£28,737	£29,142	£30,966
Grade F	£28,737	£31,731	£30,966	£33,960
Grade G	£31,731	£35,217	£33,960	£37,446
Grade H	£34,341	£37,725	£36,570	£39,954
Grade I	£37,725	£41,793	£39,954	£44,022
Grade J	£42,795	£47,805	£45,024	£50,034
Grade K	£50,910	£56,022	£53,139	£58,196
Grade L	£57,102	£63,684	£59,318	£66,155

Earlier this month UNISON National issued a statement to say:

“UNISON met with the other trade unions (Unite and GMB) earlier this week, and we did our best to encourage a resolution to the 2023 pay dispute – emphasising the need for members to receive their pay rise as soon as possible. Ultimately, the outcome of the meeting was to **reconvene in late October**, after the current GMB industrial action ballot closes. Unite are currently taking industrial action in some local authorities. Since **the process cannot move forward unless the NJC trade union side** has reached an agreement, we cannot proceed until this is the case.”

Barnet UNISON will report back to members as soon as we find out what happened at the meeting with UNISON, Unite and GMB.

The table above shows the **NEW GRADES IN YELLOW**.

If you don't know what Grade you are on please contact your supervisor or email Barnet UNISON at contactus@barnetunison.org.uk or leave a voicemail message on our office number 0208 359 2088 (the voicemail is checked every day). Once the National Pay offer has been agreed, it will be **back dated to 1 April 2023**.

Industrial relations hit a new low in Barnet Council.



Barnet UNISON will always speak up for our members regardless of employer. We are a trade union, and our role is to organise and support members in the workplace. The last 13 years Austerity policies have had a detrimental impact on our members.

Many of our members are exhausted, overworked, stressed out and the cost-of-living crisis is plunging many of our members into debt.

Our branch has organised many strikes over the last couple of decades.

However, in our recent strike of Mental Health social workers there appears to be a change in approach towards Barnet UNISON. This is surprising and disappointing that we are now under a Labour Administration. Many of our members are expecting things to be different than when the Tories were in power. Its **17 months** since the last election and by 12 October, Barnet UNISON will have taken **20 days of strike action** which is more than we had under the last 6 years of the Tories.

To those who keep asking, Barnet UNISON has tried to keep an open dialogue with Barnet Labour Party.

Below are a list of concerns:

1. Barnet Council have refused to talk to Barnet UNISON about life and limb cover. This is the first time in 28 years of being a Barnet UNISON rep in Barnet Council that this has happened. **“This never happened under the 20 years under Tory rule in Barnet Council.”**
2. Barnet Council emailed staff before the strike asking members to respond if they were taking strike action. Whilst the employer can do this, this is the first time they have done this in the last 28 years. **“This never happened under the 20 years under Tory rule in Barnet Council.”**
3. Barnet UNISON wrote to the Chief Executive pointing out the email to members was intimidatory and that senior managers should approach me about Life and Limb cover. Barnet UNISON was assured that senior managers would contact me. We have had three days of strike action and another 3 days of strike action this week and to date no one has contacted me. **“This never happened under the 20 years under Tory rule in Barnet Council.”**
4. Managers have sent several managers to one of the workplaces to in our view to try and intimidate our members. These managers never go to this workplace, and they don't work in Mental Health Services. This is a childish act which is backfiring. However, the message is clear that management in Adult Social Care are trying to sidestep having to deal with Barnet UNISON. **This never happened under the 20 years under Tory rule in Barnet Council.**
5. Barnet UNISON has seen an email sent by a senior manager to a UNISON member who was on strike and therefore unable to respond, asking if they were taking strike action. This email shows that senior managers had no plan for life and limb cover. We know because some of our members were contacted on the picket line. This is a shocking lack of respect for the service but towards Barnet UNISON. **This never happened under the 20 years under Tory rule in Barnet Council.**

Before Barnet UNISON members took strike action Barnet Council had been **claiming for 9 months that there were no recruitment and retention issues.**

On the **eve of the formal strike ballot** Barnet Council changed their minds and said that there was a recruitment and retention issue but not just in Mental Health but across Adult Social Care. **They made an offer of 2.6%.**

Barnet Council have consistently denied that they need recruitment and retention payments but last year in a report on Mental Health services they agreed to a recruitment and retention payment (6.2%) for **one job role.**

Barnet Mental Health social workers **rejected the 2.6%** deeming it an insult.

Barnet UNISON members working for Adult Social Care have **rejected the 2.6%** and Barnet UNISON will be registering our claim in a formal meeting on 11 October. If an agreement cannot be reached the issue will be escalated to a meeting with the Chief Executive. If we do not reach an agreement at this meeting a formal dispute will be raised, and Barnet UNISON will be **requesting a lawful strike ballot** for these members.

Our members are clear that the only way for the service users to receive they urgently need is for the Council to address the chronic staffing issues.

- Already the wait for an initial screening, which should be completed in 5 days as per the policy is now 12 weeks.
- The waiting list is now up to 14 months.

The service is in crisis, but managers are in denial.

Each day of strike action increases the waiting lists. The longer senior management fail to take this seriously pushes the service deeper into crisis.

Since 1 September 2023 **two staff have already left** and there are more planning to leave if things don't change.

Now is not the time for macho politics. Senior management need to come to the table with a sensible offer. If Family Services can pay up to 25% on top of basic, then Adults need to match it.

Menopause Policy Launched on World Menopause Day

Barnet UNISON first raised with all key employers in 2019 the idea of having a Menopause Policy.

This discussion came to a lengthy pause due to the demands of the pandemic but initial reaction was "Why do we need a policy?" "Can't this just be dealt with under managing sickness absence?" Nonetheless, it was noticeable that here and there some managers and more staff were interested in pursuing a positive approach to those going through menopause and struggling.

We brought this back to the table this year. With a new administration in charge, and a generally more open culture in society as a whole, perhaps this

helped those who were always ambivalent to come out and support or at least not oppose the notion of a policy. This time we were successful.

Barnet UNISON's Branch Chair was part of a panel which launched the menopause policy on the Council side. It was a good discussion. This policy will only work if we support its implementation and feedback what's working well and what areas people are struggling with.

Let's hope menopause is no longer something (predominantly but not exclusively) women should just "get on with".

Ash Field Academy staff vote to continue strikes

Support workers at the Leicester-based special educational needs school have voted to reject a pay offer from their employer and continue industrial action into the autumn term.

This follows 19 days of walkouts which took place before the school's summer holidays.

In the most recent pay ballot, 84% of staff voted to reject the offer, with 72% voting for strikes, on a turnout of 79% – decisively beating the government's 50% threshold.

UNISON Leicester City branch steward Tom Barker said: "Ash Field has paid its support staff less than any other setting for many years, leaving their workers more vulnerable when the cost of living crisis hit.

"If the employer really appreciated its support staff, they need to put their money where their mouth is. They should use a small part of the millions of pounds they have in reserves, money which was in large part accumulated by underpaying support staff, to lift the pay of its workforce."

As school workers and residents in Leicester met to discuss the strike for better pay and conditions, UNISON NEC member Dave Jones shared his solidarity message.

[**Watch Video Click Here**](#)

Read further about this campaign, click this link:
[Staff at Leicester SEN school take further strike action over pay - Leicestershire Live \(leicestermercury.co.uk\)](#)

UNISON Statements on the Conflict in Israel/ Palestine

UNISON statement on Gaza hospital bombing

UNISON condemns the bombing of the al-Ahli al-Arabi hospital in Gaza. The targeting of a hospital, resulting in the tragic loss of lives – including those of health workers, patients and civilians taking shelter – constitutes a war crime under international law.

We send our condolences to all those who mourn the loss of loved ones.

UNISON reiterates its call for both Israel and Hamas to respect international law and for the international community to immediately put in place meaningful negotiations to end the conflict and to stop it escalating to other countries in the region.

We also call for the role of the UN and aid organisations to be respected and facilitated, so that humanitarian corridors can be opened up and aid can get in, and call for the immediate safe release of those who have been kidnapped.

UNISON supports the call for peaceful protests calling for an end to the conflict, stands in support of trade unionists in the Middle East, and condemns the worrying rise in antisemitic and Islamophobic attacks in the UK.

UNISON reaffirms its belief that only a two-state solution – a viable Palestinian state alongside a secure Israel – can bring about lasting peace.

UNISON condemns violence in Israel and Gaza and calls for international law to be upheld

UNISON joins the international trade union movement, [including the International Trade Union Confederation](#), in condemning the appalling violence against civilians in Israel and Gaza. We send our condolences to all those who mourn the loss of loved ones and call for the immediate safe release of those who have been kidnapped.

Israel has been devastated by a brutal and heinous attack that has claimed the lives of many hundreds of innocent civilians. Gaza is being subjected to an intensification of the 16-year blockade, with access to water, electricity, medication and food being denied by the Israeli government. The resumption of an indiscriminate bombing campaign has already claimed thousands of civilian lives.

The killing of Israeli civilians by Hamas and the collective punishment of the people of Gaza by the Israeli government will do nothing to end the occupation and bring about peace. It risks exacerbating tensions in the region and worsening the crisis for millions of Palestinians in Gaza and the West Bank.

We urge Hamas and the Israeli government to respect international law and call on the international community to ensure human rights are protected. The need for peace, a viable two–state solution and the implementation of United Nations resolutions have never been greater.



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