

Final Days of Voting in the National Pay Ballot – Every Vote Counts

According to feedback we've had from members we are close to hitting the 50% voting mark needed for taking lawful industrial action. We cannot be sure so **EVERY VOTE COUNTS!**

Last time we failed to meet the threshold by just 6 votes....Please do not be one of the 6 who could have made a difference but just didn't...

The ballot closes next week 10am 16th October so realistically you need to get your ballot paper sent off **no later than Saturday morning** to be sure it will arrive in time.

The replacement ballot paper hotline is now closed. If you are still waiting for your replacement ballot paper, please let us know so that we can pursue avenues to see if we can ensure you get your replacement in order to be able to post it back in time.

A big thank you to the volunteers who've been contacting members to turn out the vote and a huge thank you to all our members who've responded to our messages.



**If you don't
fight for what
you want, then
don't cry for
what you lost.**

**Act now
Vote yes !**

Anju Paul Barnet UNISON rep
Low paid Care worker



**Stand together
for better pay**



COUNCIL & SCHOOL WORKER PAY 2024

Black History Month – Reclaim the Narrative



In UNISON, Black is used to indicate people with a shared history. Black with a capital 'B' is used in its broad political and inclusive sense to describe people in Britain who have suffered colonialism and enslavement in the past and continue to experience racism and diminished opportunities in today's society.

25 years ago when four Black MPs Bernie Grant, Paul Boateng, Diane Abbott and Keith Vaz were elected at the height of 1980s Black activism, African, Arab, Asian and Caribbean communities had come to realise the importance of unity in our common struggle against racism and under-representation and campaigned under the political term 'Black'.

The Theme for Black History Month 2024 is 'Reclaiming the Narratives'

Reclaiming Narratives calls on us as Black activists to ensure that we are at the forefront of the issues that affect us, allowing our voices to be heard and reflected in the policies and procedures in the places where we work.

By reclaiming the narrative we can come together to ensure that policies and their interpretations are implemented in the manner intended. A manner which is not diluted or simplified to be more palatable to the institutions we work in.

Barnet UNISON has a Black workers Self-Organised Group. All branches within UNISON are encouraged to have a group set up and run by Black members for Black members and supported by the main branch.

Members of the group come together to inform ourselves on policy and practices, challenge racism and support members. Members also sit on regional committees and attend regional and national conferences and meetings. This involvement has helped us to help shape policy and build our knowledge and skills as activists. In turn we are able to better support our members.

If you feel you have a contribution to make, or would like to know more about Barnet UNISON Black Members Self-Organised Group you can contact:

Beverley Berrick

Email: Beverley.berrick@barnetunison.org.uk

text: 07508866090

or Richard Johnson
richardj.barnetunison@gmail.com
text: 07762298915

UNISON Regional Black Members Committee has organised an event for Black History Month taking place on October 24th 10am to 4pm in Euston. These events tend to be fun and entertaining as well as inspiring. All UNISON members are invited to support our Black members' events. If you are interested in attending, email Beverley.berrick@barnetunison.org.uk and time off can be requested for you. See link below for more information and registration.

[Click here for further details](#)

Please see the attached link for you to register for the Black History event due to take place in London on Friday 18th October. Further details of the event please click the link.

[Click here for further details](#)

On the link below you will find more information about UNISON Black Members including an explanation of the political term Black.

[Click here for further details](#)

Beverley Berrick
Assistant Branch Secretary
Barnet UNISON

[Stop Tommy Robinson, stop the far right – Saturday 26 October](http://standuptoracism.org.uk)
 [\(standuptoracism.org.uk\)](http://standuptoracism.org.uk)

NATIONAL DEMO

STOP TOMMY ROBINSON

STOP THE FAR RIGHT

UNITE AGAINST RACISM, ISLAMOPHOBIA & ANTISEMITISM

SATURDAY 26 OCTOBER
CENTRAL LONDON LOCATION TBC

Logos at the bottom include: STAND UP TO RACISM, LOVE WITHOUT HATE, Education, PCS, UNISON, unite the UNION, FIRE BRIGADE UNION, WU, ucu, RMT, NASUWT, tssa, FOOD AND DRINK WORKERS UNION, GFTU, MAB, JEWISH SOCIALISTS GROUP, Peace & Justice, STOP THE BIR, and others.

[Click here for further details](#)

October Mental Health Month


Thursday 10th October is World Mental Health Day. The TUC is hosting an online webinar called Mental health is a workplace issue from 14:00 – 15:00.

The webinar will have guest speakers from CWU (Communications Workers Union), POA (Prison Officers Association), and the shop workers' union (USDAW) who will share some of the latest campaign work around mental health workplace initiatives,

policies and practices that have negotiated with employers in their workplaces.
Register for the webinar here

[Click here to register](#)

If you need support, contact Able Futures, see below for further details



BARNET UNISON

**Mental Health
Awareness**

**If you need support with your
mental health contact Able Futures
see overleaf for details**

Barnet UNISON takes mental health of its members seriously which is why we are supporting **Able Futures** service. This is a service that is independent of Barnet Council, and we have had a lot of our members recommend this service.

Read all the details below and if you have any questions speak with your UNISON rep or contact our branch at contactus@barnetunison.org.uk

What is Able Futures?

- Able Futures is **free**
- Able Futures is **confidential**
- Able Futures provides **nine months** of support from **mental health professionals**
- They can help you **manage conditions such as anxiety, depression, or stress**
- **No waiting lists** – Access their support within **30 days** of making your referral!
- You will be paired with a qualified **Mental Health Coach (MHC)**, who may be a member of the British Association for Counselling and Psychotherapy or trained in related fields, offering practical guidance and support across England, Scotland, and Wales.

Already have an Employee Assistant Programme? Able Futures offers a different approach with longer-term, less intrusive support, focusing on building a healthier future. They can work alongside your current mental health provider effortlessly, and at no additional cost to you.

Call Able Futures **free** on **0800 321 3137**. Lines are open 8am to 6pm, Monday to Friday or visit their website www.able-futures.co.uk/ to complete an online referral form

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The game changer

UNISON policy officer Guy Collis on what a fair pay agreement – as touted in the government’s New Deal For Working People – would mean for the care sector



UNISON's campaign for a national care service was a key part of the union's campaigning in the run-up to the general election earlier this year. A Labour government is now in power for the first time since 2010, but the campaign continues – and a crucial part of this is the drive to secure a fair pay agreement in adult social care.

The need for action

After 14 years of Tory rule, the social care system is close to breaking point. The toxic combination of years of chronic underfunding and a dysfunctional, under-regulated market system means that thousands of elderly and disabled people are unable to get the level of care they need, while money continues to bleed out of the system to profit-driven care providers.

Low pay is endemic in the sector, with nearly half of all adult social care workers in England paid less than the real living wage.

On top of this, too many homecare workers are not paid for their travel time between appointments, too many residential staff do not receive sufficient pay for doing 'sleep-in' shifts at their place of work, and the COVID-19 pandemic highlighted just how many care workers are not even able to access proper sick pay.

[Click here to read further](#)

Opinion: The Employment Rights Bill will balance the scales

Over the last decade, the balance of power at work has been tipped firmly away from workers. Christina McAnea explains how the forthcoming employment rights bill will change that – and the role UNISON will play on its journey into law



The new [Employment Rights Bill](#) is on the way and it can't come soon enough. It will contain a raft of measures delivering improved rights for individual workers, establishing new collective approaches in long-ignored sectors, and stripping away a decade of hostile restrictions on trade union activity.

Over the last decade, the balance of power at work has been tipped firmly away from workers. Change to laws, regulations and policies has allowed bad bosses to withhold contractual security from people who need varied hours; exploit loopholes and outsourcing to reduce rights and cut pay; and bar trade unions from organising workers and challenging bad practices.

The measures set out in the bill won't appear out of nowhere. Every provision is the result of years of campaigning and lobbying and – over the last year – lots of close work with allies in the Labour Party, the TUC and the wider labour movement.

[Click here to read further](#)



Pensions Advice

Mark Fox and Jim Nokku from the Barnet Pensions Team will be continuing 1-2-1 chats with pension scheme members to address any specific questions or concerns you may have. This personalised approach ensures everyone gets the tailored guidance they need, although they cannot provide any financial advice.

The next batch of 15-minute chats will take place Tuesday 5th November between 11am-1pm and 2pm-4pm in the Colindale Office.

Book your slot today by emailing pensions@barnet.gov.uk

If you cannot make the 9 October and still wish to have a chat regarding your pension, further sessions will take place over the rest of 2024 and 2025 on:

- 12 December
- 15 January
- 12 February
- 12 March



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