

Lambeth Unison Newsletter

Lambeth-unison.org

February 2016, Issue 16

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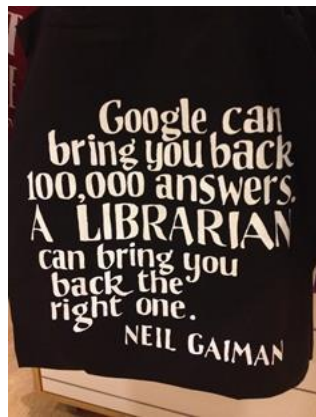


We are looking for new workplace reps and provide the necessary training. If you would like to become a UNISON representative at your workplace, please contact the branch administrator Juliet Blake (JABlake@lambeth.gov.uk) to be put in touch with your Convenor.

Unison: 1st floor International House

Lambeth Unison Newsletter will be relaunched in April 2016 with a new name. Please email us if you have any suggested names! Enjoy reading and please get in touch with comments and feedback to MATHINI@lambeth.gov.uk

Library strike!



The campaign to save all ten of Lambeth's libraries has moved up a gear

with library workers striking on 8th February. The strike comes as pressure is building in the local Labour Party meetings in the borough which have passed motions against the current "Gyms not books" plans. The council knows that they face stiff local opposition to these cuts. Community groups are also starting to plan occupations of libraries threatened with closure.

Library staff will need your support in their fight to save their jobs and services, we will announce a strike fund for next month so please donate generously! Ruth Cashman, our new Joint Branch Secretary told us "members have voted overwhelmingly to take action. We need everyone in the branch to stand with us to save Lambeth's libraries." Follow us on twitter [@SaveLambethLibraries](https://twitter.com/SaveLambethLibraries)

Our campaign to save the libraries



In our recent AGM (see pages 2 and 3) library staff proposed the following motion:

- Support members in Libraries and Archives in any action they decide to take, including industrial action, to fight back against the Councils cuts/closure plans

- Support legal action by the Friends of Lambeth Libraries over the Councils failure to consult appropriately and no longer provide its statutory duty to Lambeth citizens.
- Encourage members to contact their local Councillor and local MPs
- Encourage our members to sign and circulate the online petition at www.change.org/p/london-borough-of-lambeth-save-lambeth-libraries.

- Raise within the union the call for London-wide and nation-wide action, including demonstrations, publicity and industrial action, to stop the massacre of national Library services currently underway.

This motion was unanimously agreed by our AGM

Lambeth UNISON Annual General Meeting 2016



"Lambeth Unison voted to support Momentum, the new organization set up to support the policies that Jeremy Corbyn was elected for."



The Annual General Meeting (AGM) was organised on a rolling basis in three sessions. These took place on 13 January at 3.30pm at the Clapham site of Lambeth College, on 19 January at 4pm at International House and on 20 January at 12.30pm at the Karibu Centre. The approved motions were:

#3 Living Wage at Lambeth College

What we proposed:

To call on Lambeth College (including its Arms-Length Management Organisations such as SW4 Catering Ltd) to make work pay by introducing the London Living Wage, as set by the Greater London Authority and the Living Wage Foundation (LWF), and to seek accreditation with the LWF as a Living Wage Employer.

To contact other Lambeth College Trade Unions (UCU, AMiE and the NUS), the Lambeth Trades Council and other Lambeth Trade Unions to ask them to support our Living Wage campaign. To lobby Lambeth councillors and local MPs to ask them to support UNISON's campaign to make work pay and to encourage Lambeth

#1 Local Council Cuts

What we proposed:

To support Momentum, the movement set up to see Jeremy Corbyn's policies carried through into action, by sending delegates to its meetings, supporting its actions, donating money to its projects as appropriate. To call on Lambeth Labour Party not to make any cuts, using the

Labour Link and our delegates.

To call on the Trades Council to organize a united front of unions against the cuts, centred on raising awareness, striking against the cuts and solidarity action. To organize an indicative ballot of members as soon as possible with a view to moving to a formal ballot for escalating strike action. **#2 Libraries (see cover page)**

College to seek accreditation as a Living Wage employer. To write to the Greater London Assembly, London Citizens and local community groups and organisations to ask for their support to encourage Lambeth College to seek accreditation as a Living Wage employer. To contact UNISON's National FE & 6th Form Colleges Committee to seek their support and to publicise our campaign through the wider union. **This motion was agreed unanimously with 107 votes for.**

#4 Campaign for a Workers' Europe

We will:

- defend migrants' rights and oppose racism;
- vote against UK withdrawal from the EU;
- campaign for a workers'

Europe, based on solidarity between working people.

#5 Trade Unionists for No – This motion was defeated by #4

#6 No to War in Syria

Lambeth UNISON supports Stop the War, to which UNISON is affiliated nationally, and will support any further mobilisations called by StWC against the war and to encourage all members to attend.

#7 Refugees welcome here

We resolve to support (a) Stand Up To Racism's Winter Appeal to support the refugees of Calais; (b) Stand Up To Racism's national demo on 19th March to mark UN anti-racism day.

Elections: the official results

Health and Safety Officer

Barry Conmy = 63
Robbie Facey = 11
Edward Owoyemi = 34

Elected : Bernard Conmy

National Delegate Conference Delegates

Ruth Cashman/Hassina Malik = 76
Raj Gupta = 44
Simone Mckoy = 54

Elected : Ruth Cashman/Hassina Malik and Simone Mckoy

Delegates

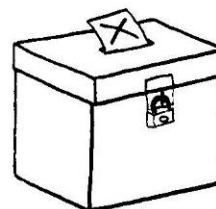
Ruth Cashman/Hassina Malik = 84
Jackie Lewis = 52
Simone Mckoy = 57
Jon Rogers = 94

Elected

Ruth/Cashman/Hassina Malik, Simone Mckoy and Jon Rogers

Addendum

There were three (3) Blank Ballot Papers submitted, which therefore have been classified as Spoilt, and consequently not counted.



National Local Government Conference

Branch Officers – also elected at the 2016 AGM

Branch Secretary	Ruth Cashman/Jon Rogers (job share)
Assistant Branch Secretary	Hassina Malik/Rosie Burke (job share)
Branch Chair	Gary Whiting
Branch Vice Chair	Dan Jeffery/Frances Heath (job share)
Branch Treasurer	Prasanna Ariyanayagam
Assistant Branch Treasurer	Denise Rhoden-Stewart
Publicity Officer	Maria Athini/Simon Hannah (job share)
Assistant Publicity Officer	Rebecca Townesend/Jeremy Drinkall (job share)
Membership Officer	Rob Gowland/Dan Jeffery/Simon Hannah (job share)
Safety Officer	Bernard Conmy
Environmental Officer	Kate Rhule
Equality Officer	Roger Lewis
International Officer	Hazel Strachan/Gurmeet Khurana (job share)
Welfare Officer	Hazel Strachan/Gary Whiting (job share)
Learning Coordinator	Sheila Simpson
Education Officer	Sheila Simpson
Returning Officer	Paul Fitzgerald
Branch Auditor	Vacant
Deputy Branch Auditor	Vacant
Young Members Officer	Vacant
Labour Link Officer	Simone McKoy

Children's Social Care & Multi-Agency Team "Re-designs" Redundancies

By Andy Tullis, Convenor Children's Services.



UNISON do not accept that there is a need to make anyone redundant. The service could easily be redesigned to accommodate all permanent staff

"Let down", was how one staff member described her reaction to the proposals to restructure Children's Social Care services. The reaction of many staff in the Multi-Agency Teams is similar.

Lambeth Council are currently **redesigning** the Children's Social Care & Multi-Agency Teams because of last years OFSTED report which rated the service as 'inadequate' (*although the MAT teams were commended by Ofsted*) a decline from a previous 'outstanding' rating just 3 years earlier.

The OFSTED report clearly identified failures in Senior Management, Leadership and Governance not frontline staff. Social Work consultancy Morning Lane then produced an analysis of CSC and made similar conclusions, criticising Lambeth senior management for excessive use of agency staff which led to a high staff turnover and instability in Teams.

Since then Lambeth have stated their intention to 'delay' their management heavy structures and create smaller teams to improve lines of communication and accountability. *These restructures are also an excuse for a major downsizing exercise in order to make budget cuts.*

The CSC "redesign" alone puts **69 jobs at risk** but there are 147 vacancies in the proposed

structure! So UNISON do not accept that there is a need to make anyone redundant.

The service could easily be redesigned to accommodate all permanent staff (even within the same financial envelope) but Lambeth as ever seem to be 'redesigning' people out of a job. Some groups of staff are more affected than others, Team Manager posts in CSC that don't need delayering have been made Category A redundant.

Another slap in the face has been to cuts to non-social worker staff like Business Support, Family Support Worker's and Early Intervention workers. The Equalities impact assessment (EIA) in the MAT team somewhat misleadingly claimed most saving are being made by a small reduction in senior management, while up to **14 frontline staff** are at risk of losing their jobs!

So in the time honoured traditions of Local Government re-organisations it is the frontline staff and the people who've slogged their guts out to keep the department running who've been worst affected and most at risk of losing their jobs. *It seems the more some 'cultures' change the more they stay the same.*

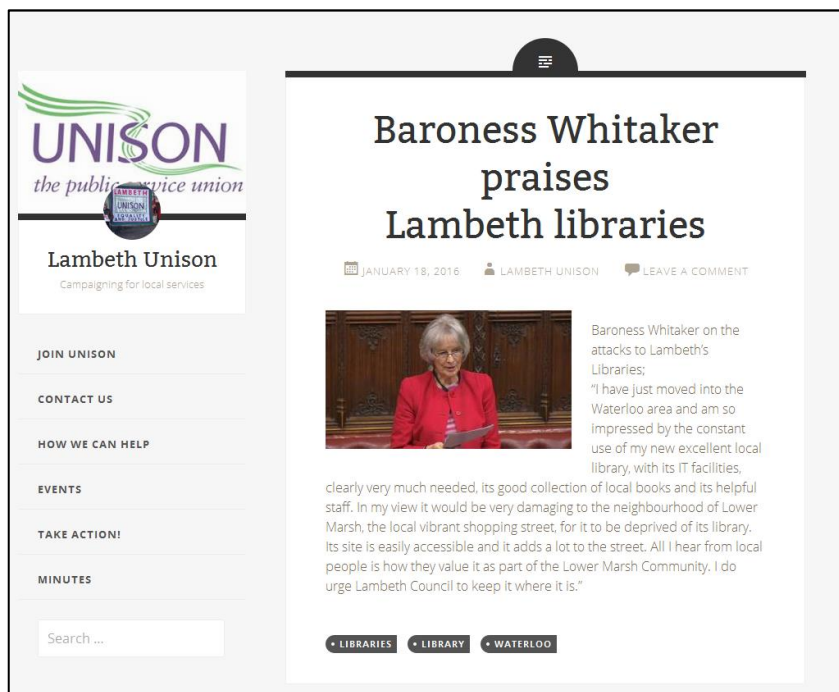
UNISON call on Lambeth to return the loyalty that dedicated staff have shown to their department over many difficult years and rethink their proposals.

Our new website has been launched

We have launched a new website to help organizing our campaigning and trade union work in the borough.

Simon, from the new publicity team, told us "The website is only as good as the members who write for it, so if you have something going on that you think would be of interest to other Unison members, then please get in touch!"

If you would like to submit anything to the website then please email Simon at work on shannah@lambeth.gov.uk



Say 'No' to Trident

By Dan Jeffery, Vice Chair Lambeth

On 27 February 2016 CND will be holding a demonstration against replacing Trident – Britain's nuclear weapons system.

Lambeth UNISON has a proud tradition in campaigning against nuclear weapons and we will have the branch banner on the demonstration. We want as many members as possible to join us and we congratulate Jeremy Corbyn for calling for an end to Trident.

The world has come close to nuclear war on several occasions, with the closest incident coming in the 1960s over the Cuban missile crisis where

nuclear war was only avoided at the last minute. Since then more and more countries have developed nuclear weapons and it is regarded as one of the biggest threats to the continued existence of humanity.

The bomb dropped on Hiroshima was the equivalent of 15 kilotons of TNT. Many of today's nuclear weapons have an explosive yield of 15,000 kilotons - a thousand times more powerful than those used against Japan in 1945. Any system built on the Mutually Assured Destruction of all sides, which would leave most of the planet uninhabitable through radioactive

contamination, is a weapon against all of humanity, not just national 'enemies'.

Sadly some in the trade union movement have come out against scrapping Trident, such as "Sir" Paul Kenny, the general secretary of the GMB. His argument that it will cost jobs is totally wrong on two levels. Firstly the amount it costs to build and maintain Trident could be used to create far more jobs in other socially useful industries. Secondly the logic of this argument is that Kenny would be happy to see more nuclear weapons as it would create more jobs!

Britain should follow in the footsteps of South Africa and dismantle its nuclear weapons system and leave the 'nuclear club'.

As CND notes "The government is in favour of replacing Trident at a cost of around £100 billion. This money would be enough to fully fund A&E services for 40 years, employ 150,000 new nurses, build 1.5 million affordable homes, build 30,000 new primary schools, or cover tuition fees for 4 million students. Recent government and IMF figures (October 2015) indicate that the cost over its life time may well be even higher, at £167bn. In an age of austerity and food banks this is simply immoral."

Calendar

Saturday 30 January

Stop the Housing
and Planning Bill!
Meet at Imperial War Museum
at 12noon.

Monday 8 February

Lambeth library staff due to
strike – libraries will be closed!

Tuesday 9 February

National Libraries Day –
Unison is taking part in a day to
celebrate the role our libraries
play in our community.

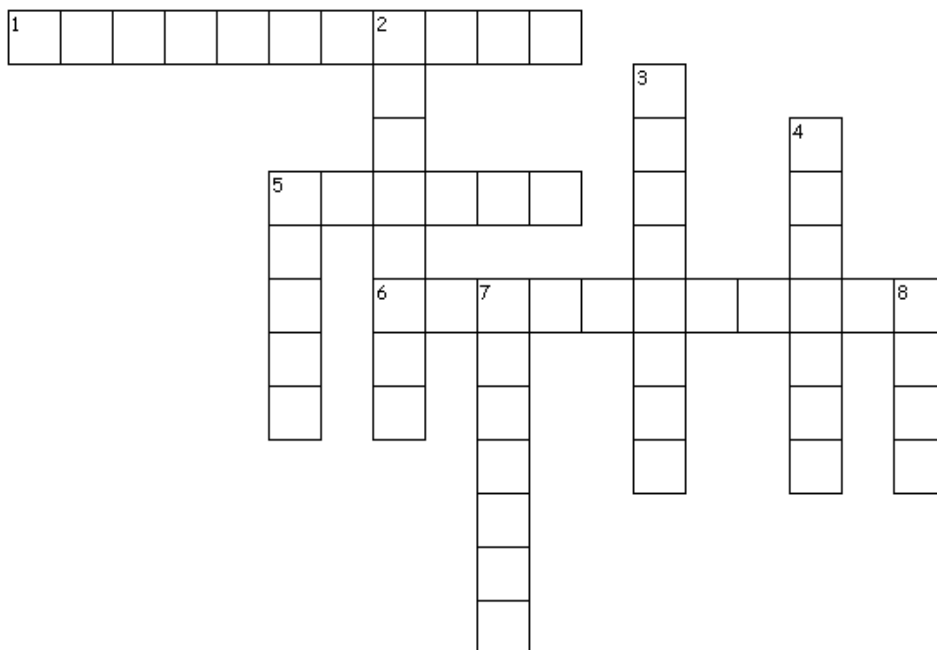
Wednesday 17 February

Lambeth Momentum meeting
at Stockwell Community Centre
(round the back of Stockwell
Tube)

Saturday 27 February

Central London march to stop
Trident – meet at 12 noon,
details will be circulated

Unison's (kind of!) cryptic crossword



Across

1. Reading sweaty time with PE
5. Reflector paper
6. Not out! Writing makes a mark paper

Down

2. Protector paper
3. Motor from Generous Scottish, fast books!
4. Come on? Ham on the run?
5. Smallest net for books
7. D is for Turning
8. Sugarman, bad history

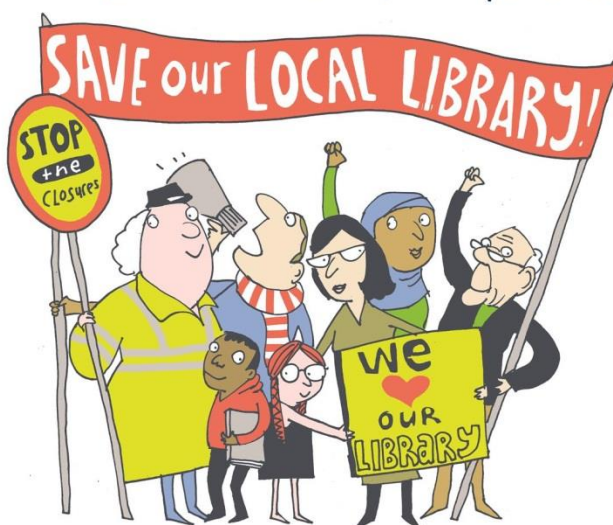
BRAINTEASE

This month, Lambeth
Library workers are...

SIRLOIN
T-BONE

To contribute to next months
issue, please submit articles,
pictures, letters or arguments
to MAthini@lambeth.gov.uk

We have 10 weeks left to...



- Wednesday
27 January

LOBBY THE COUNCIL!
Elm Green School, 6.30pm

- Monday 8
February

JOIN THE STRIKE RALLIES
AND PICKET LINES
At any Lambeth Library