

## Autumn 2024

Welcome to this sector specific newsletter updating members and branch reps on developments in the sector and providing a roundup of news, activities and campaigns that are relevant to our sector. Please share with other colleagues across your networks and if you have news to share then please get in touch by emailing [kerry.jenkins@unitetheunion.org](mailto:kerry.jenkins@unitetheunion.org).

## sector news

**CYWNFP National Industrial Sector Conference** - Our Sector Conference is being held on 18th November 2024 which will see eight motions being debated. A request to invite Lisa Nandy MP, Secretary of State for Culture, Media and Sport to address the conference has been made.

**Fair Pay Agreement for Social Care** - The Labour Party has committed to a Fair Pay Agreement for Social Care, and the agreement is now finalised. Discussion is now starting with the government as to how this agreement will be applied in the sector. An organising plan is being developed around it with Regional Officers identifying potential target organisations and consideration will be given to establishing national branches in this part of the sector.

**Organising across the sector** - our organising work is paying dividends with a range of recognition agreements being reached over the past quarter:

**Sustrans** - Following the signing of a national recognition agreement with the management of Sustrans, an extremely successful weekend training/organising event was held last month that involved twelve Sustrans representatives and following this training, Sustrans reps have now submitted a request to be organised in a national branch.

**Autonomy Institute** - Constructive discussions regarding recognition are taking place and at present recognition looks likely.

**Elders** - A campaign for recognition is underway at the Elders, an NGO set up by Nelson Mandela.

**Dog's Trust** - An organising campaign is being pursued at the Dogs Trust and several meetings have been held with Unite members and potential members to progress this campaign with specific recruitment materials for the trust being developed.

**Big Issue** - An organising campaign is being pursued at the Big Issue and following the submission of a request for voluntary recognition a meeting was held with the Chief Executive on 10th September 2024 to discuss this request. Talks will continue in week commencing 4th November 2024.

**Save the Children International** - An agreement to recognise Unite should be signed shortly.  
**Zaccheaus 2000 Trust** - We have signed a Recognition Agreement with Zaccheaus 2000 Trust, a charity that specialises in debt work and anti-poverty campaigning.

**Adbert Kenedy Trust** - We have now signed a Recognition Agreement at Adbert Kenedy Trust.

**Vauxhall Law Centre** - We are in discussions with Vauxhall Law Centre about gaining recognition at this employer.

**Guys and St Thomas Foundation** – discussions continue with the Guys and St Thomas Foundation in London who has agreed in principle to recognise Unite and have produced a draft agreement which we are currently negotiating around.

**Plan UK** - An agreement has also been signed with Plan UK following a successful ballot organised by ACAS.

**Standing Together Against Domestic Violence** – after a long campaign an agreement has also been signed with Standing Together Against Domestic Violence.

**350.org** - Agreement on recognition has also been reached with 350.org, a small environmental organisation and this was down to the 525 Branch Organiser, Matt O'Dwyer.

**One Against Poverty** - A request for voluntary recognition has been made to One Against Poverty where our membership is approaching 50%, and the Chief Executive of have agreed to meet to discuss the voluntary recognition request.

## sector disputes

We are currently in discussions with **Action for Children** along with Unison after the charity decided to remove both the Unite and Unison full time organiser posts. This decision severely impacts on our ability to organise and support our members at Action for Children, We are in ongoing discussions with Action for Children to resolve this issue and we are awaiting a response from Action for Children on a possible solution .

We are in dispute with **University and College Union (UCU)** regarding a range of issues that unions decision including a contravene our single union recognition agreement, the need for an organisational review of the union and a race review. We reached agreement with UCU at ACAS on Thursday 5th September 2024 on four routes for resolution of the dispute issues and further meetings under the auspices of ACAS are being held with a view to resolving the dispute.

We also have ongoing disputes backed by successful industrial action ballot results at both the **NEU, GMB and NASUWT**. The disputes at all three unions involve defined groups of members and are not all encompassing. In relation to NASUWT where the dispute involves 9 Regional Organisers we are participating in ongoing ACAS conciliation meetings to resolve the dispute

Following a successful industrial action ballot members at the **Scottish Society for the Prevention of Cruelty to Animals** were due to go on strike on Monday 12th and Tuesday 14th August 2024. However, these strike dates were called off after the employer tabled a revised pay offer which we will now put out to a ballot of the members.

At **Sanctuary Maintenance** the current mandate for action has expired. The last dispute only involved members in London and Eastern and we are in the process of developing a national organising strategy for the organisation .

Members who are care assistants at **Pilkington Retirement Services Limited** have accepted an improved pay offer after being successfully balloted for and taking industrial action in relation to a failure of the company to make a pay offer which is acceptable to members.

Unite members employed by **Livv Housing** will be taking industrial action in a dispute over pay later this month. Read more here - <https://uniteforoursociety.org/blog/knowsley-housing-workers-announce-strikes-over-low-pay/#maincontent>

## pay campaigns

**War on Want** - In relation to pay awards members at War on Want have accepted a pay deal for 2024 involving an increase of between 8% to 9% applied to all grades.

**JNC Pink Book** – In relation to the Community, Youth Worker Pay Claim for 2024-25 the Local Government Association has now consulted their members on the claim, and we received a response on 10th September 2024. The LGA is offering a flat rate increase of £1290 which mirrors the offer for NJC Green Book but has rejected most of the other elements of the claim. The Unite negotiators are recommending rejection of the pay offer and we are preparing to undertake a consultative ballot of our youth and community work members with a view to responding to the LGA at a JNC meeting in November. More information can be found here: <https://uniteforoursociety.org/our-sector/jnc/>

## other resources

**Online meetings and Whatsapp Groups** - An online meeting was held in July that was attended by 74 reps from across the sector to discuss the development of a strategy for the sector that recognises its diversity across the wide range of organisations that members are in. A further online meeting was held last month that focussed on organising around pay and another this month specifically focussing on the submission of pay claims. Sub sector meetings will be commenced from November 2024. A number of WhatsApp groups have also been set up providing networking opportunities with reps from across the sector. If you would like more information, then please contact [james.lazou@unitetheunion.org](mailto:james.lazou@unitetheunion.org)

**Work, Voice, Pay** – is Unite’s broad industrial strategy. It is a multi-faceted approach to supporting reps to deliver for Unite members. Along with coordinating pay bargaining, researching key workplace issues, building strike-ready workplaces and developing ‘leverage’ campaigning, an essential part of Work Voice Pay is providing support and tools to help Unite reps with their work. You can find more information here - <https://www.unitetheunion.org/work-voice-pay>

**Our sector is massively diverse, but we need to hear from reps and members across the sector about the campaigns or the issues being faced so please do get in touch.**

**Don’t forget to check out our blogs on issues affecting our sector on the Unite for Our Society Website. If you have a story for a blog, then please email [Kerry.jenkins@unitetheunion.org](mailto:Kerry.jenkins@unitetheunion.org)**

**You can also support our sector by following, liking and sharing our Unite for Our Society posts on Facebook and Twitter.**



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