

For council and school workers

19 July 2022

Issue Number 05

NJC pay campaign – latest news

New! NJC committee update

New! Identifying employers - getting ballot ready

New! National NJC MATs

Campaign resources

NJC committee update

On Friday 8 July UNISON's National Joint Council (NJC) Committee made some decisions in relation to the progress of the NJC pay campaign for 2022. The Committee has requested to move straight to a formal industrial action ballot if the final offer from the Employers Side is rejected by the NJC Committee. This request is currently being considered by UNISON's industrial action committee. If the industrial action committee agrees to this course of action, then we will move straight to a ballot for strike action without running a branch/member consultation, assuming the offer isn't one which the NJC Committee wish to recommend that members accept.

The second decision taken was that if we ballot for strike action, the ballots will be run on a disaggregated basis. This means that there would be a separate ballot for each employer, and in order to take action, the 50% turnout threshold will need to be met at employer level rather than across all employers in the ballot. More information with full details will be circulated about this in coming weeks – if you have a question, please email NJCPay2022@unison.co.uk.

Identifying employers - getting ballot ready

If there isn't a pay consultation, it will be more urgent than ever to make sure that you have identified all of the employers that need to be included in pay ballots. Please check the circular sent to your branch on 12 July 2022 which contains full details of how to identify which non-local authority employers should be included in the ballot.

National NJC MATs

This circular contains a list of large cross regional/national MATs that follow NJC pay, and meet the tests set out in the 'Mapping non-local authority advice', and would be included in a ballot. Please check this list and if you have schools in these MATs in your branch then these MATs will automatically be included in the NJC pay ballots. Please note, however, that the mapping and data cleansing for the schools within these national MATs will still be the responsibility of those branches where the schools are located. Please further note that it is *not* a full list of 'all' cross regional mats. Rather it is a list of MATs that UNISON identifies as 'national mats' for internal purposes based, in most cases, on the number of regions they cross. There may be other 'cross regional mats', which meet the NJC non-local authority test, that regions will wish to include.

Campaign resources

Keep building your pay campaign with all of your activists and members by leafletting the workplaces your branch covers and putting up posters on union noticeboards. You can now download double-sided leaflets, and single sided posters, and print them locally or send in an order for them.

To access the UNISON shop: follow the links on the [UNISON homepage](#) to the [UNISON Catalogue](#) then click 'Go to the online catalogue'. Once in the [UNISON shop](#) you will find the resources in the '[Publications](#)' section under the heading '[NJC Council and School pay](#)'. There you'll find the We Need More pay campaign items:

- [NJC Leaflet \(general council and school workers\)](#) – Stock number: **4335**
- [NJC Leaflet \(School support staff\)](#) - Stock number: **4337**
- [NJC Poster \(Council and school workers\)](#) - Stock number: **4340**
- [NJC Poster \(School support staff\)](#) – Stock number: **4341**
- [Welsh language school and council workers leaflet](#): Stock number – **4342**
- [Welsh language school support staff leaflet](#): Stock number – **4343**
- [Activist leaflet – “5 ways to get involved in the 2022 NJC pay campaign”](#) - Stock number **4325**

- [Write to your MP postcard](#) - Stock number **4326**

You can find more resources on our unison.org.uk/weneedmore website hub:

- [Powerpoint slides](#) for branch meetings
- [Webinar recording](#)
- [Social media, website and email graphics](#)

Email your councillors & council motion

It is crucial we maximise political pressure on local employers – as well as nationally – during this period. We need to make clear to councils that our members urgently need a pay increase.

We know councils face a substantial funding gap, due to years of austerity along with the impact of Covid and the current increases in prices. We want councils to call on the national employers to make urgent representations to the UK Government for additional funding to meet our claim. If councils want to show their support for their own employees, they need to join us in demanding more money from Westminster.

A model council motion on NJC pay is available, for you to get councillors to discuss and support. Click here to download the motion:

<https://www.unison.org.uk/content/uploads/2022/06/2022-NJC-Pay-model-council-motion.docx>

Please let your UNISON regional head of local government know if your council votes to support this motion.

Ask everyone to email councillors

We have produced an ‘email your councillor’ tool. Members can put in their address and the website generates an email to their local councillors, making clear the key points of our pay campaign. Members can amend and personalise the email before they send it.

Click here to access the ‘email your councillor’ tool:
<https://action.unison.org.uk/page/105299/action/1>

Postcards to MPs

Order this postcard to send the message to MPs that they need to fund a decent pay rise. Think about whether you want to use this on a stall, in a meeting, during walk-arounds. A list of your local MPs will be useful.

You can collect in the postcards and then either send them to the MP's constituency address (look at their website to find their local office address), or to the MP at Westminster: **House of Commons, London SW1A 0AA.**

- Write to your MP postcard - Stock number 4326.

Remember to take photos of members with their postcards – or take a photo of a stack of postcards before you post them. Use the hashtag **#weneedmore** when posting your photos on social media.

Get ready for phone banking

Speaking to our members is one of the best ways to encourage members to use their vote in any consultation or future ballot. Once we have a pay offer from the employers UNISON will be consulting members to find out their views. We will set up a phone-bank system so that activists can call members in their branch to encourage them to use their vote.

Below are details about how activists can access the phone bank so that as many as possible can take part in calling members about pay in 2022. To take part each activist must have completed UNISON's short e-learning module on the GDPR (General Data Protection Regulation) which ensures that all union data is kept safe.

Please ask all reps who would like to take part in any future phone bank to:

1. Access and complete UNISON's GDPR training.
2. Once reps have successfully completed and passed the course, ask them to let the branch know.
3. Keep a branch list of all of those who have successfully completed and passed the GDPR training.
4. Once dates for a ballot are known, branches will be given full instructions on how to request access for activists to MCT-lite (phone bank).

If we ballot members on whether they are prepared to take industrial action, the phone bank will be particularly crucial to our efforts to get the vote out. So please encourage reps to get involved.

At the end of this circular are details about how to access the GDPR training. You can send this to your activists. Any queries regarding the GDPR e-note should be sent to: learningandorganising@unison.co.uk

Lodge non-NJC pay claims

UNISON has created a [template pay claim](#) that you can lodge with employers that do not follow the NJC pay settlement. This template claim is designed to make it straightforward for you to lodge a pay claim that mirrors UNISON's NJC pay claim.

You can customise this claim by entering local, relevant details so that this claim accurately covers the situation of members in your branch. You can customise and submit this claim with as many employers as needed. You don't need to lodge this claim with any employer that is either part of NJC pay negotiations or that routinely follows NJC pay outcomes.

[NJC model pay claim for non-NJC employers](#)
[NJC model pay claim for academy schools](#)

Tell us your “We need more” story on social media

Why does a pay rise matter to you?

Please ask members to post their stories about why they need a pay rise using the hashtag **#weneedmore**. They can post videos or written comments about why they need a pay rise **#weneedmore**

And finally:

Branch meetings – explain the campaign

If you haven't done so yet remember that it's important that members know what the pay claim is. You can arrange a meeting and use [UNISON's powerpoint slides](#) which are available on our campaign webpage.

There's [a recording of the pay campaign launch webinar](#) held on 7 June – please use this new link. You can watch the webinar to get an idea of how to use the Powerpoint slides or use the recording for your own webinar.

Follow UNISON's social media

You can follow UNISON's social media accounts – the links are on the [We Need More](#) website – and you can ask members and activists to follow us too!
UNISON's Local Government social media accounts are:

- Facebook: facebook.com/UnisoninLocalGovernment
- Twitter: @UNISONinLG

Recruit – ask non-members to join. The stronger we are in every workplace, in every school and in every council, the more likely we are to win a campaign for better pay for all.

Please use this campaign to show everyone what we're setting out to achieve and ask anyone who hasn't yet joined to do so. They'll get a vote in any consultation and ballot.

Update membership details – please ask members to make sure that UNISON has the most up-to-date details. We need this to contact all members and ask for their views. Members can call UNISON Direct on 0800 0 857 857 to update their membership details or use [MyUNISON](#). We need to have an email address and mobile phone number for each member as well as their correct job title, workplace, employer name and home address.

A rep in every workplace – when talking to members ask if they'll be a rep or contact in their workplace so that they find out the latest in our campaign.

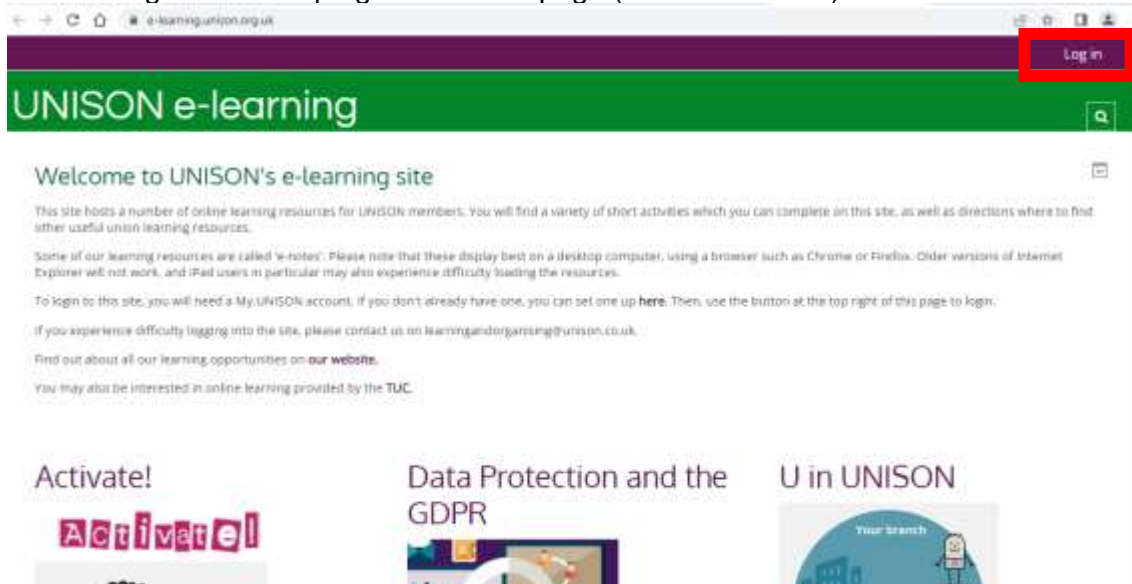
Share your campaign ideas with us at njcpay2022@unison.co.uk

Appendix - Accessing UNISON's GDPR online training for phone-banking

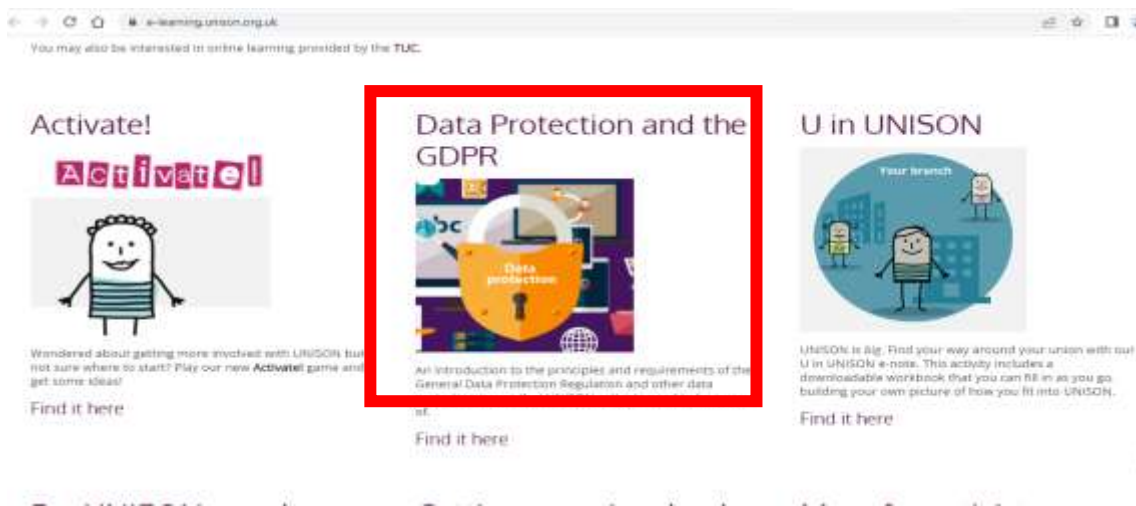
Instructions to access the GDPR e-note.

To complete this training please follow these steps:

1. Select <https://e-learning.unison.org.uk/>
2. Click log in on the top right of the webpage (as shown below)



3. You will be taken to My UNISON - Enter your membership number and password
4. Click on the link in the centre called 'Data Protection and the GDPR' (as shown below)



Any queries regarding the GDPR e-note should be sent to:

learningandorganising@unison.co.uk