

The **MEDWAY ACTIVIST**

May Day edition

MY DAY GREETINGS AND SOLIDARITY TO ALL OUR READERS!

Issue two is here and due to the great feed back from readers. It has been decided to make a bi monthly (every two months) issue.

Which falls in nicely with this being the 'May Day special edition'!

This issue will look at the current situation regarding the derisory pay offer for NHS staff, Performance related pay and activities supported by the MTUC.

We would still like to hear from readers with articles, news, events and pictures. So it reflects a wider spread of news and activity in Kent and Medway.

We welcome your feedback and letters / emails on subjects we feature or you think we should feature.

To contact us you can email: ivorridell@hotmail.co.uk

or write to MA Editor, **11 Beatty Avenue, Gillingham, Kent. ME7 2BZ**

Forthcoming meetings and events!

Tuesday 1st May 2018	National May Day celebrations. March and Rally in London
Sunday 6th May 2018	MTUC May Day Rally and March 11.45 Near, White Lion Pub, Chatham
Saturday 12th May 2018	'New Deal for Working People' National TUC March, LONDON
Wednesday 30th May 2018	MTUC Meeting 19.30 Sunlight Centre, Gillingham
Wednesday 27th June 2018	MTUC Meeting 19.30 Sunlight Centre, Gillingham
SATURDAY 30th June 2018	NHS 70th Birthday celebrations Watch out for more information!
Friday—Sunday 20—22 July 2018	Tolpuddle Martyrs Festival Tolpuddle, Dorset
Wednesday 31st July 2018	MTUC Meeting 19.30 Sunlight Centre, Gillingham

Issue 2 May 2018

6% OVER 3 YEARS?

How is that a pay rise?



'JAM TOMORROW,' AGAIN! as the government offer a three year pay deal to long-serving NHS workers

A 6.5% increase over three years actually means a real terms pay cut with inflation set to hit 9.6% during same period says GMB union.

GMB, are the only union to recommend members reject the new pay deal, as an average of 6.5% over three years, will mean a real terms pay cut for the most loyal, longest-serving NHS workers

The OBR forecasts that RPI inflation is set to increase by 9.6% over the next three years.

Since 2010, paramedics have lost an average of over £14,000, midwives £18,000 and staff nurse £14,500 thanks to the Government's cruel and unnecessary pay cap.

Kevin Brandstatter, GMB National Officer, said:

"Jeremy Hunt's promise of jam tomorrow is simply not good enough for NHS workers who, during the past eight years, have faced the biggest pay pinch in living memory .

"Long-serving, dedicated health service workers have had thousands of pounds swiped from their pay packets since 2010 by the Government's cruel and unnecessary pay cap.

"After all that suffering is a below inflation pay rise the best they can offer?

"Since 2010, paramedics have lost an average of over £14,000, midwives £18,000 and staff nurse £14,500.

"This deal doesn't put things right and continues to punish those who have endured the pinch on pay. -

- "It does nothing to address the recruitment and retention crisis that is driving workers from our NHS and has left 100,000 positions unfilled. The new deal. Also leaves the door open to new employees in the NHS being employed on worse terms and conditions than existing health service workers through third party shell companies, continuing the drive towards a privatised model!

Unison is currently consulting it's members. An inside source, has told us that, there is a political game afoot, to override the shop floor feeling to reject, by the full time officers of the union!



At the MTUC meeting in April, the Council stood in solidarity with those caught up on the travesty of Justice surrounding the 'Windrush' deportation scandal.

The whole affair has been poorly handled and then lied about and then those responsible instead of having the moral courage to stand up, admit their mistakes properly and deal with it fairly and immediately.

Prime Minister May has again dodged a bullet by sacrificing her Lieutenant Amber Rudd.

But what more would you expect from this 'Government of Chaos'?

**SOLIDARITY WITH THE
WINDRUSH GENERATION!**

Things that make you go, "GRRR".

Workers memorial day passed with a damp squib in Medway this year. Firstly it was moved to Monday 30th April. Then there was little or no advertising to encourage attendance.

The whole point of the event is to underline the ongoing need to fight for safety in the work-place. Do we need to look at how Medway remembers, or does nobody really mind?

MEDWAY HEALTH CAMPAIGN, HOST A SECOND PUBLIC MEETING!



An all women panel addressed a wide ranging audience of people at the latest Medway Health Campaign, public meeting in Rochester in April. Left—Right:

Dr Coral Jones — GP and NHS activist from Hackney,
Jacqui Berry — Unison NEC member and

Health Campaigns Together organiser,

Julie Wassmer — Writer and Campaigner

Teresa Murray — Deputy Leader Medway Council
Labour Group and Lead on Health
and Social Care.

Topics discussed were around the roll out of the Sustainability and Transformation Plans (STP). The unaccountable quango's to be set up for commissioning services, the unrealistic expectation that third sector charities and volunteers will materialise to shore up the lack of professional health workers. The added pressures on an already broken 'social care system' and the deliberately manufactured consultation process which only offers what the engineers of 'project STP' want to hear and that there is no option B or C.

To find out more about the Medway Health Campaign and, or get involved, contact Steve Wilkins

Tel / sms - **07947 361935**

Email — medwayhealthcampaign@gmail.com

 [Medway Health Campaign](#)



McStrikers on picket duty at Crayford, McDonalds Restaurant on Friday 1st May 2018. Supported by—

- activists from three local Trade Union Councils trade union branches, politicians and members of the public.

Making the case for a £10 minimum living wage for all ages.

Several speakers including our own Secretary, Bro. Steve Wilkins' praised this group of vulnerable workers who in spite of being in precarious employment, were determined to fight for a fair wage for a fair days work.



Many of the picket line were later moving up to Watford to lobby the senior management of McD's who live in that area and out them in their own communities as exploitative employers.

For more information contact BFAWU or click on the link below.

www.bfawu.org/mcstrike

Performance Pay. Is it an incentive or just an excuse to keep the low paid worker in their place?

One of the features of the Government's offer to NHS workers is linking increments to performance. This is a dangerous wedge that may lead in future to full blown Performance Pay.



For those who have yet to experience the robbery that is Performance Pay, it is not about performance, it is about reducing the pay bill for employers. Back in the 1990s The Observer newspaper had a Management Section that discussed the latest Management problems and fads. An article—

- on Performance Pay explained very clearly that the object was to put an end to automatic annual pay increases, and it has been very effective in doing so. Pushed as a means of rewarding good performers and penalising the bad, in practice everyone loses out. Back in the day, particularly in the public sector, we had pay scales which people climbed every year by means of increments to the maximum of the scale. In addition, there were separate annual negotiations with employers to uplift the whole scale at least in line with inflation. Performance Pay scraps this, instead employers offer a percentage increase as a 'pot' to be distributed among employees according to their supposed performance. The best get the biggest increase, the worse get nothing and everyone else gets something in between. The 'pot' however is intended to cover both increments and inflation increases but is invariably much less than both even for the very best performers.

How is performance measured? In practice it is very difficult to measure individual performance as most people's jobs rely on things done by other people's jobs, so generally performance is determined by line managers thus providing an opportunity to exercise personal preferences and prejudices. There have also been instances of senior managers setting quotas to limit the numbers of good performers line managers are permitted to submit.

Little surprise that the biggest clusters of best performance ratings are often found among the highest levels of management and that the biggest clusters of worst performance are found in minority groups. Inevitably people's progress up the pay scales are much slower and this disadvantages women most who are often lower down the scale than male colleagues because of time taken out for children. This can be exacerbated by the need to reward best performers at the top of their pay scale by either lengthening the scale or creating a new pay scale.

All this will be very familiar to people who are, or have been, on Performance Pay. It is time to consign this confidence trick to the dustbin of history and demand the rate for the job.

Steve Wilkins



If you would like to give any feedback on 'the Activist'. If you have any pictures, articles or items you would like us to share through the e-newsletter.

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Mixed bag at the local elections, for Labour!



So the pollsters got it wrong 'again', who knew?

Not quite the fanfare for a glorious return predicted by the mainstream media. But a good showing Nonetheless.

However it did put to bed one of the myths that the natural recruit for UKIP had always been the disillusioned Labour voter. As they flocked back to their natural home with the Tories.

The media spin that every election is about whether Jeremy Corbyn should be prime minister, was once again rolled out, to try and distract the electorate from real issues locally, such as the crisis in social care and the added burden promised with NHS STPs. The lack of any real improvement in education from Acadamisation. Cuts to policing and other services budgets etc. etc. etc.

Still it is clear, the tactics which will be employed next year, locally in Medway and so we have time to look at the strategy and come up with a real plan to combat the myths and drag the narrative back to the real issues. The accountability of an arrogant, aggressive and questionable honesty, of the blue majority of the local authority in Medway.

Perhaps there may even be an opportunity to reinvigorate the local Momentum group and use the activist base within it to really get numbers out campaigning.?

Starting now, so our messages, become the accepted narrative and topple the blue house of shame!



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Are you in a trade Union?

Is your branch affiliated? To the

MEDWAY TRADES UNION COUNCIL

If not, why not?



The MTUC, is a meeting place for trade unionists, political activists and people working for social change, to meet, share ideas and experience. To build a better future for everyone.

To join, contact: Steve Wilkins

Tel: 07947 361935 or

Email:

medwaytuc@googlemail.com

Train Cleaning Company, Wottons. sack 0 hours workers across Southeastern!

Wottons cleaning services have been told their contract will not be renewed in June at the end of the original Southeastern franchise. Despite SER being given an extension until March 2019. The reason for the ending of the contract is believed to be the lack of improvement in safety regimes, following the death of a train cleaner at Hastings, back in 2014 and last years court ruling that both Southeastern and Wottons had a tick box attitude to health and safety.

Despite still having 8 weeks to run on the contract. Wottons promptly told those on 0 hours contracts (10% of the staff) that they would no longer be required from Friday 4th May. In an attempt to squeeze as much profit from the contract as possible before the end.

Local reps reported this to their union RMT, who complained to the contractee, Southeastern. They denied any knowledge of the proposed action and were concerned about the impact this would have, on performance standards (not the people who's lives were being pulled apart). However they have contacted Wottons and told them to withdraw the notices immediately or they would find themselves in deep water.

The contracts manager has stated that the company is not keen on 0 hours contracts and when the new cleaning contractor SERVEST take over in June they will be looking to formalise all employee contracts on full and part time basis.

THAT IS WHY WE STILL NEED TRADE UNIONS!