



Northern Stars at Conference

Reps receive awards for going above and beyond

Go On Boro Kicks Off!

Middlesbrough FC, unionlearn and partners help Teesside go digital

A New Learning Community

Inaugural Community Learning Champions course a success



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ULR Award winner: Iain Lapsley, UCATT, with Jude Kirton-Darling (left) and Beth Farhat (right).



The Stars come out at the Regional Conference Union Rep Awards

The recipient of the 2013 Union Learning Rep award has gone above and beyond, like many ULRs, in the name of embedding learning in the workplace and equality of opportunity for everyone.

This year's ULR Award winner Iain Lapsley, UCATT, has established a learning centre in his workplace which is open to the community and colleagues, as well as securing a learning agreement with his employer.

Thanks to Iain, Kier has a vibrant learning culture in the workplace, celebrating Learning At Work Day, Adult Learners' Week and any other chance to get people engaged with learning. As if that wasn't enough, he is also a Digital Champion, provides information advice and guidance, and acts as a

coach, mentor and role model. He was presented his Award by Jude Kirton-Darling, ETUC Commissioner on the second day of Conference. Iain is a credit not just to his own union but to all unions.

It was a clean sweep for PCS on the remaining two awards, with Louise Nicholson taking the Terry Rodgers Workplace Rep Award and Rosemary Vidler the Health and Safety Rep. Both women were also nominated for their

efforts above and beyond the remit of their roles as workplace union reps, dealing with a myriad of issues for their members and workplaces, often in very challenging circumstances. So, it was extremely fitting that both Louise and Rosemary were presented their respective awards by another inspiring woman, TUC General Secretary, Frances O'Grady, in front of 170 union delegates.

Terry Rodgers Workplace Rep Award: Louise Nicholson (left), PCS and Health and Safety Rep Award: Rosemary Vidler (right), PCS, with Frances O'Grady (centre)





Digital Impact of the Welfare Reform Act



Unionlearn with the Northern TUC brought together Trade Union Learning Representatives, Community Learning Champions, Learning Advocates and many other interested parties to share good practice and ideas about how we can collectively support people in work and in communities to gain the necessary skills and support required to access the revised services and benefits that the Welfare Reform Act will bring.

The event in Newcastle, which took place in March, played host to a number of speakers including representatives from the Department of Work and Pensions, Fabrick (a social housing provider in Middlesbrough) and the Citizens Advice Bureau.

The Welfare Reform Act means the introduction of a 'Universal Credit' to replace a range of existing means-tested benefits and tax credits for people of working age, starting from April 2013. Many of these services will now have to be accessed online.

Universal Credit: Making Work Pay

- Simplifies a complex system.

- Designed to ensure that work will always pay.
- Tackles welfare dependency, poverty and worklessness.
- More help for low income working families.
- Financial security for the most vulnerable in society.
- Improves incentives to increase hours of work.
- Will transform lives and society through work.
- Personalised conditions according to capability and circumstance.
- Introduced in phases from April 2013 through to 2017.

Unionlearn and the Northern TUC acknowledge that, in principle, it makes good economic and administrative sense to encourage Government transactions

to be done online. However, whilst many people are able to do that, 23 million people do not have the skills to access online services.

It is the very people most likely to need social security services who will be those least likely to have access to the internet and/or the skills to use it: those on low incomes, the elderly and disabled, those with poor literacy and numeracy skills and those for whom English is a second language are among the least likely to use the internet.

Digital Exclusion: a social justice issue

- 16 million people over the age of 15 do not have basic online skills
- 5.3 million are over the age of 65

- 4.5 million are currently in the workplace
- 3.98 million adults with a disability have never used the internet
- 8.1% of adults earning less than £200 a week have never used the internet
- 4.1 million live in social housing

Implications for social housing providers

- Fabrick Housing Group has c.15,000 properties
- Welfare Reform is one of our biggest challenges
- 2,400 households (approximately) are affected by under-occupancy and therefore subject to the new Bedroom Tax

- At present, Housing Benefit is paid directly to the landlord – but this will change under Universal Credit and be paid directly to the claimant.
- £5-6,000 is the cost for a void or eviction – investment in financial, social & digital inclusion helps to sustain tenancies and communities

Universal Credit and skills needs

- ICT Skills
- Literacy
- Numeracy
- Budget management
- ESOL
- Employability Skills
- Other

Simplifying a complex System

The Current System...

Income Related JSA
Income Related ESA
Income Support (including SMI)
Working Tax Credits
Child Tax Credits
Housing Benefits

Replaced by...

**UNIVERSAL
CREDIT**

Disability Living Allowance

To include support for housing and children

Pension Credit

To include support for housing and children

Child Benefit, Carer's Allowance

Will remain

Council Tax Benefit

Localised Council Tax Schemes

Contributory JSA & ESA

Conditionality rules changing



Go On Boro 'kicks off' digital inclusion at Middlesbrough Football Club

Almost one hundred people attended the launch of Go On Boro at Middlesbrough Football Club's Riverside Stadium in April.

Go On Boro is a collaboration of the Professional Footballers Association, Unionlearn with the Northern TUC and Middlesbrough Football Club Foundation.

Using the Club as a catalyst to get digitally excluded people online, the project aims to:

- Increase the number and range of local places where people off-line can get sustained support to build their digital capability, e.g. local libraries, tenant and neighbourhood venues, One Stop Shops etc

- Increase training and volunteering opportunities within local communities.
- Bring together local initiatives and share services and resources.

As part of the launch, a Middlesbrough shirt was signed by attendees to show their commitment to **Go On Boro** as well as signing up to be Digital Champions, alongside ex Boro players Craig Hignett, Jim Platt and Neil Maddison.

The event was hosted by former Boro player turned BBC Tees pundit Craig Hignett. He introduced guest speakers: Andy McDonald, MP for Middlesbrough, Iain Sim, CEO Coast & Country Housing, Kim Gallagher, Community Learning Champion, Beth Farhat, Unionlearn

Development Coordinator, Alan Irwin, of the PFA and Mike Hopkins, Principal at Middlesbrough College.

Linda Hughes, Senior Union Support Officer for unionlearn chaired a Question and Answer session from the floor along with Paul Raven and Oshor Williams from the PFA. During this session both Jim Platt and Neil Maddison told the audience how computers have changed their lives and how, in Neil's case, he also uses IT in his role as a Coach at Middlesbrough College.

Kim Gallagher, a Community Learning Champion and lead tenant from Coast & Country Housing, spoke most poignantly about the difference being online has made to her life as a carer. She spoke about the feeling of isolation

being housebound can bring and how 'a new world has opened to me' since getting online.

The campaign has captured people's attention due to the forthcoming introduction of Universal Credit which will be rolled out in October and bring all welfare payments under one online application form. Linda Hughes said: "If people do not have a computer it is going to be harder for them to apply and inevitably, there will be those who slip through the net.

"The number of people getting online has been increasing steadily each year, however, the social groups least likely to be connected are older people, disabled, those on a low income and unemployed, precisely the people who could benefit most from information and services online and who will be directly affected by Universal Credit."

Through partnership working **Go On Boro** aims to encourage more people across the Tees Valley to 'get online'. It is working with local initiatives, stakeholders and Registered Social Landlords under the **Go On Boro** brand to train Digital and Community Learning Champions across the Teesside area. The project aims to be a top-down, bottom up approach and key to this is the training of Community Learning Champions, (CLCs) which are based upon the successful Union Learning Rep model. The first 16 CLCs trained through the project have just completed their course which was delivered at the football club by the Workers Educational Association, (WEA).

- In Stockton-on-Tees 5,207 (ONS) children do not have home internet access.

- 32,818 (ONS) adults in Middlesbrough alone have never used the internet and are digitally excluded.
- A recent survey by Coast and Country Housing found that more than 60% of their tenants on Teesside do not have access to the internet.
- Almost 80% of jobs now require basic IT skills and almost 90% of vacancies are now advertised online.
- The government is proposing to deliver many public services online by default with a target to have 80% of Universal Credit applications made online by 2017.

Embracing a digital inclusion agenda demonstrates a commitment to tenants and residents to get online in order to improve their lives and life chances.

Iain Sim, Chief Executive of Coast &

Country, one of the largest regeneration and housing companies in the North-East, said: "More than 60 percent of our tenants don't have access to the internet. We want to ensure as many of them as possible are able to tap into the practical benefits of the internet – such as the ability to save money by obtaining cheaper deals online, applying for jobs or finding out what training courses are available or researching benefits to which they may be entitled."

Andy Clay, of Middlesbrough Football Club Foundation, added: "Increasingly, technology is becoming vital to every aspect of daily life and through community work we strive to engage and support vulnerable people, helping them get online and enhancing both the quality of services available to them and their lives."





Unions Delivering... ...Higher Performing Workplaces

At the very core of trade union activity is the principle of improving people's working experiences.

However, there is often a misconception that this has to be at the expense of the employer. On the contrary, based on every independent evaluation Unionlearn has undertaken in the last ten years, what is good for employees is undoubtedly good for business.

Unionlearn with the Northern TUC are consistently taking this theory – and more importantly the practice, into workplaces in the North East and Cumbria, to deliver practical benefits for everyone involved.

Both unionlearn and individual trade unions are now represented on, and offer valued contributions to key strategic employment, skills and health bodies across the region such as the Local Enterprise Partnerships, Equality North

East and the Strategic Health Authority. New and innovative organisational partnerships are being forged on a regular basis, including working with the Open University to formulate an Access to Success offer for those looking to embark on higher level skills and also a highly successful collaboration with the NHS on the flagship regional Better Health at Work Award, both of which are ongoing.

These partnerships are also being

translated to workplace level, creating an even more comprehensive support network for staff and businesses alike, along with tangible benefits like increased access to information, advice and guidance services (business and personal), training and skills, reduced course fees, quality Apprenticeships and even healthier options in the canteen.

Health and Wellbeing

Apprenticeships

Union Learning Reps

Functional Skills

Higher Skills

The six case studies featured in our newest publication hopefully showcase the inclusive and relevant work of twenty-first century trade unionism. With a vast and ever-growing portfolio of services and the advantages of reciprocal partnerships to offer, there is less a distinction between what's best for the employer and/or employee, and more a holistic commitment to delivering an all encompassing 'higher performing workplace'.

For more information or a copy of the publication (hard copy or electronic) please email Susanne Nichol at: snichol@tuc.org.uk



hpw

delivering a
higher performing
workplace




Learning blossoms at unionlearn's PTTLS Course

Unionlearn in the Northern region have always looked for opportunities to develop union members, raising their skills to help them remain employable during these difficult times.

As part of this remit, Northern unionlearn staff were aware that there were some fully funded courses to help union members on the first step to becoming a tutor.

After positive feedback from unionlearn in Yorkshire & Humberside, who had successfully formed a partnership with Intouchcare, a provider who could offer fully funded "Preparing to teach in the Lifelong Learning Sector" (PTTLS) courses, it was decided to pilot this course in Newcastle for union members who may be currently looking for a change in profession. The course equates to six credits and is a Level Four qualification; the learner is required to study for up to 60 hours with a minimum of 30 hours which is tutor-led in a classroom environment.

The aims of the five day comprehensive course are:

- Understanding own roles, responsibilities, boundaries and legislation related to teaching.
- Showing awareness and support for individual learner's needs
- Preparing resources and equipment that will be used in a teaching session
- Thirty minutes observed practice on delivering a planned lesson

We advertised this offer across our networks and soon enquiries came in

from many members, Union Learning Reps and union representatives. Within one week there were over 15 enrolled onto the first course, increasing to 23 when the course began in January 2013. Since then, unionlearn have run a second course in Cumbria with 12 completions and now the third course is running in Newcastle with 14 participants.

Toni Ellison, PCS, attended the course and said:

“ I applied for the Level 4 PTLLS course advertised by unionlearn as I have always been interested in teaching. I currently work at DWP Future Pension Centre where I'm a Union Learning Rep within PCS Union. I am also a self employed Fitness Instructor. By completing the PTLLS qualification I am able to further myself using my current qualifications, helping

others with their learning journey.

“ I really enjoyed the course, I did find it a little bit of a struggle at first but Dean (tutor) was brilliant and was always available to help with any problems whether it is face to face at the course or via email. I would definitely recommend the course to anyone interested in teaching and can't wait to receive my certificate and hopefully enrol on the DTLLS course soon. ”

Glenn Palmer, PCS, from HMRC Workington said:

“ I found the PTLLS course to be very beneficial, not only for my role as a ULR but also for

my future development as a tutor. I was extremely surprised that this course was offered free of charge as other reps had paid up to £700 for this course at the local college. The course ran for five consecutive days which I found a challenge as I'm sure other students did. However this also had benefits as I was able to concentrate fully on the course and ensure that I gave it 100%, which a level 4 course requires.

“ I would like to take this opportunity to thank the staff at unionlearn for providing these great offers which adds value to supporting trade unions. ”





2013 North East Equality Awards Now open for applications!

It's the Tenth Anniversary, and I am proud to announce that the 2013 North East Equality Awards is now open for applications.

It is ten years since the first awards celebration which was held at the National Glass Centre in Sunderland. Since then the regional equality awards have grown considerably with the evening celebration now recognised as a prestigious date in the North East calendar.

The awards recognise and celebrate good equality practice so it can be shared and replicated across the region and nationally. The evidence shows that good equality practice is good for

individuals, business and the region as a whole.

The North East has taken the brunt of the recent economic downturn yet many organisations are still ensuring that equality and diversity is well and truly embedded in the day to day working practices.

It is important that we recognise and celebrate the achievements of the companies and individuals who are working to make a difference to the people and prosperity of this region. We're committed to ensuring that this, the tenth year sees the biggest ever celebration, this region deserves it!

We look forward to receiving your application and to meeting the finalists

and winners at this year's dinner which is scheduled to take place at the Newcastle-Gosforth Marriott Hotel on 4th October.

Good Luck!

Liz Reay

Chief Executive. Equality North East.



The TUC ~ unionlearn Award

The 2013 North East Awards presents the opportunity for a TUC affiliated trade union representative or trade union organisation/project to apply for 'The TUC- unionlearn Award'.

This award will be presented to the Union Representative or trade union organisation that has pro-actively promoted equality for members in the workplace.

When assessing the application the judges consider the following criteria:

- Innovation: Was the approach creative and forward thinking and any original or specialist techniques utilised to embed equality within the organisation/employer
- Evidence that there was consolidation of previous good practice
- The success can be measured



- Any barriers which had to be overcome
- How strategic was the approach?
- What added value was achieved? Has participation in any previous activity increased due to the promotion and better understanding of what equality is/means in the respective environment?

- That the trade union contribution is understood and acknowledged by trade union members, workers and/or the employer

For full application details and more information on all of the categories you can visit: www.equality-ne.co.uk
You can also contact your Union Support Officer for help and guidance when filling out a nomination.

NORTH EAST EQUALITY

Awards
2013

For more information visit www.equality-ne.co.uk

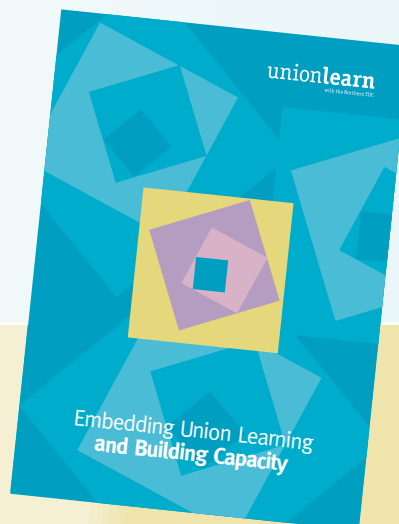
Embedding Union Learning and Building Capacity in the Workplace



As the learning and skills agenda is increasingly being seen as part of unions' overall objectives, unions have, over recent years created Learning Organiser posts at regional and national levels and in some cases, full-time Officer and other Rep training is beginning to include more emphasis on learning.

Further to requests from workplace Reps and trade unions, we put together a regional pocket guide for ULRs and Reps in the region to help them maximise the positive impact the learning agenda and union-led learning projects can have in the workplace.

For more information and ideas on how you can embed trade union learning and build capacity contact your USO or request a copy of our full publication.



Top Tips!

Make Learning Engaging

- Every workplace is different, and when planning your learning project/activities remember to value learning for its own sake
- Topics like health and wellbeing and financial inclusion are increasingly relevant in and outside of the workplace and proving extremely effective to engage with members, non-members and employers
- Organise regular taster sessions on different subjects and at different levels to get people interested

Promote ULR and Learning Activity:

- Publicise successes so that members, colleagues, employers and partners see the added value of union and ULR involvement
- Ensure union reps and ULRs are known in the workplace and are easily contactable (eg, posters with photos and contact details in communal areas)
- Ensure learning is included on all union agendas and features in union/employer newsletter, noticeboards and publicity
- Highlight any particularly good results, stories or case studies to regional media via your union and employer

Unite Lifelong Learning Update

Big Lottery Fund Newcastle Centre

Congratulations are in order for the Management Apprenticeship cohort of 13 learners within the Newcastle Centre of the Big Lottery Fund who were recently awarded certificates for their individual achievements.



Sian Butler, Clair Docherty, Samantha Tague, Stephen Foulds, Julie Coxon, Angela Brecknell,

Adrienne Cassidy, Karen Addison, Rachel Byford, Andy Gray, Helen Taverner, Gurdeep Sidhu and Colin Gardener all successfully completed elements of a Management Apprenticeship qualification consisting of four nationally recognised qualifications.

The nine-month, fully funded course was sourced by Unite the Union and facilitated by Wigan and Leigh College with the backing of BIG's Talent and Organisational Development Team. The course involved a blended learning style of tutor input sessions, workshops and use of a Virtual Learning Environment (VLE). The Management Apprenticeship encompassed an Institute of Leadership and Management level three qualification in First Line Management, an NVQ level three qualification in Management, as well as functional skills qualifications in literacy and numeracy.

Between them, the cohort racked up a

magnificent 50 accreditations through their determination to succeed by studying in their own time.

Michelle Drummond, the Unite Union Learning Representative who organised and project managed the course said; "It has been a pleasure organising this course for such a keen and dedicated group of learners. The tutors from Wigan and Leigh College were impressed with the calibre of BIG staff participating on the course and the standard of the assignments submitted. It is also especially pleasing to see first-hand the tangible benefits of the Unite lifelong learning agenda through the number of internal and external promotions, which have since taken place, giving those who were successful in this way a real opportunity to put the skills learned on the course into practice."

Since this course ended, fully funded level two distance-learning VRQ qualifications in Business Administration, Customer Service, Equality and Diversity

and Mental Health Awareness plus a level one Mentoring Course have been sourced by Unite and offered to all staff.

To date over 80 of these qualifications have been achieved by staff (with several more awaiting moderation) within the Newcastle Centre. It has been a great opportunity for staff to update their CVs!

The final stage of a fully-funded five-part Wellbeing qualification with individual awards in Mental Health Awareness, Personal Safety Awareness, Stress Awareness, Alcohol Awareness and Substance Misuse is currently being undertaken by keen staff bitten by the learning bug.

Plans are in the pipeline to offer all interested staff a level two Supporting Others qualification in the late summer/early autumn encompassing individual awards in Mentoring, Helping Skills and Volunteering.



Unite Management Apprentices – Class of 2012. L-R Back row: Michelle Drummond (Unite Union Learning Representative), John Clark (Unite Regional Learning Organiser). Front row: Some of the successful learners receiving their certificates; Stephen Foulds, Julie Coxon, Angela Brecknell, Adrienne Cassidy, Karen Addison, Rachel Byford.



Community Learning Champions Establishing a learning community

The northern region has always had close links within the wider community.

It's true say that the work of supporting trade unions in the region does not happen without an awareness of the social and economic conditions that those who work and live in the region experience and the impact on the wider community.

Following a meeting with representatives of PEGAZ (Polish Community Organisation North East UK), ICOS (International Community Organisation of Sunderland) and Northern Revive (a community interest consortium focusing

on refugees), the question "How can the TUC /unionlearn help our members?" was asked.

The Community Learning Champions (CLCs) course was offered as the most practical answer to this question. Subsequently, the WEA were contacted and engaged for delivery of the course which followed the 'Good Practice Framework for Community Learning Champion Schemes' and the 'Community Learning Champions Support Programme'.

Recruitment.

A leaflet was produced outlining the

course and sent out via email to partner organisations and potential stakeholders. These included the above groups and also widened out to include an even broader spectrum of the north east community:

- Newcastle Tenants and Residents Federation
- Age UK North East
- Newcastle Crossings (A refugee support group)
- Newcastle Elders
- Quality of Life Partnership.
- South Tyneside Libraries
- Diocesan Disability Task group.

Representatives of these organisations were then invited to a stakeholders

meeting where the role of the CLC was explained more fully to these representatives with everyone present agreeing with the broad aim of the project and pledging their support.

Element 1 of the Good Practice Framework states that **“CLCs are recruited who reflect the community they are intended to serve”** and so to this end, stakeholders distributed the leaflets to their members who then expressed an interest to the unionlearn facilitator, Union Support Officer, Joe McGuigan. Joe then spoke to all interested parties individually and gave a more detailed explanation of the role of the CLC. Everyone who expressed an interest was offered a place on the course.

Given that there was only a very limited amount of funding available to help deliver and support the course and all of the groups who were engaged are voluntary organisations with little or no resources, any costs were a real barrier for some stakeholder groups. So, to help mitigate this issue, as well as running the course for free, unionlearn identified some funding to reimburse participants travelling expenses and provide lunch for the one day a week course which ran for 5 weeks.

Outcomes

There are now 9 Community Learning Champions trained and active from the first cohort alone and a network of CLCs has been established. There is already partnership working between Newcastle Community Learning (City Council) and the CLCs delivering for learners. The primary learning opportunities will be a Genealogy Course for a residents group and Nail Art for a group of young

mums. A family learning course has also been set up in partnership with residents and local school.

Some of the CLCs have also developed themselves and their ability to help other members of the community by becoming Digital Champions as well.

A learning venue has been established

in the Community Lounge of the residents tower block in Vale House, Jesmond.

Unison's Community Support Worker has also engaged with CLCs/Residents groups to offer additional support and expertise to develop their existing work, and more CLC courses are being developed and held across the region.



BITE SIZE BRIEFINGS

PROSPECTUS 2013

Unionlearn and the Northern TUC work together to provide a programme of short, informative courses and briefings covering a range of topics relevant to workers, workplaces and communities in the region.



unionlearn
with the Northern TUC
NORTHERN TUC

This Directory lists many of the briefings available by theme, along with a content description and any other relevant information:

- **Communications**
- **Equality and Diversity**
- **Financial Awareness**
- **Environment**
- **Workplace Issues**
- **Community**

If you are interested in any of the briefings they can be run in workplaces, externally sourced venues or the Northern TUC Offices in Newcastle free of charge (conditions may apply).

Please contact Melanie Lowden for enquiries/further information:

Telephone: 0191 227 5551 or

Email: mldowden@tuc.org.uk

We are also happy to tailor existing courses or run additional bespoke ones (if appropriate) where there is sufficient demand. All Briefings require a minimum of 8 participants to run.

Bitesize Briefings are also delivered via a rolling programme in the regional office which accommodates both individuals and groups from various organisations. New topics are added regularly (on a term by term basis), and you can sign up to our e-alerts for regular updates of what's new at:

Northern TUC

www.tuc.org.uk/mediacentre/register.cfm

Unionlearn

www.unionlearn.org.uk/user/register

Briefings are open to: All Union Reps; Unionlearn and TUC Partner Organisations; Unions and Union Members; Voluntary Organisations; Employers; Regional Stakeholders; and Community Organisations.

2013 BRIEFINGS

- Introduction to New Media
- Blogging for Beginners
- Campaigning for a Living Wage
- Mediation Skills and Employment Law
- Bargaining for Skills and Organising
- Defending the Right to Organise and Represent Members
- Workplace Inspections
- Representing Carers at Work
- ULRs and Redundancy Support
- Maths Messenger Training
- Financial Exclusion Awareness
- Making the Most of Your Money
- Getting the Most from Your Money Online
- Welfare Reform 2013 and Benefit Changes
- Introduction to Workplace Health and Wellbeing
- Coping with and avoiding stress
- Macmillan Cancer Support in the Workplace
- Alcohol Awareness
- Drugs and Alcohol at Work
- Mental Health First Aid
- The Equality Act and diversity awareness at work
- Disability Champions
- Tackling Racism
- Understanding Disability and Work
- The Ageing Workforce
- Community Learning Champions
- An Introduction to Greening the Workplace
- The Environmental Factor

Become a Health Advocate

and hit workplace Health and
Wellbeing right on the button



Health Advocates are people who are passionate about health and wellbeing, want to help raise awareness of health topics and contribute to the development of a positive wellbeing culture in the workplace - and beyond. This can be anyone in the organisation, regardless of role or experience.

The developing network of Health Advocates within workplaces is an innovative and extremely effective way to deliver health and wellbeing messages to workers, and more importantly, to yield real results!

For more information about **becoming a Health Advocate** contact your Workplace Health Lead/team if you have one, or for more general information on health and wellbeing in the workplace **contact unionlearn Union Support Officer, Tom Ross: Email: tross@tuc.org.uk or telephone: 0191 227 5555**



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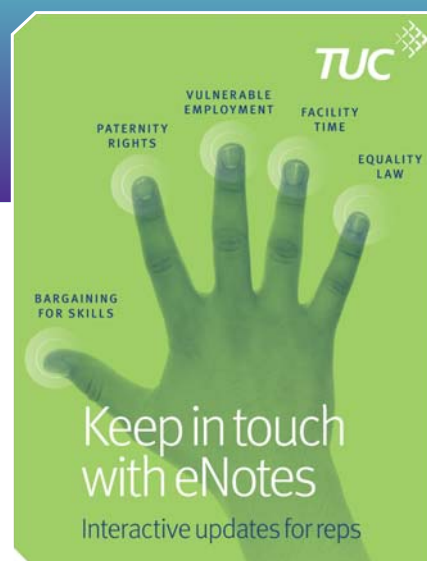
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Keep in touch with eNotes

It's hard to keep up to date with the key issues facing your members in the workplace. That's why TUC Education developed eNotes – they're a great new resource to help keep you up to speed with key workplace issues.

Facility Time, Vulnerable Employment and Equality Law are just some of the subjects you can get to grips with.

Each eNote is a mix of text, video and quizzes. In not much more time than it takes to have a cuppa you will gain a good understanding of the subject. Plus you can share thoughts and ideas with other users online.



eNotes
FOR UNION REPS

Register now at:
www.tuceducation.org.uk/login
and you'll have everything you need - at your fingertips.



events For information on events or issues please contact the Northern TUC

June 2013 Calendar

20 **Drugs and Alcohol at Work**
Bitesize Briefing, Middlesbrough

20 **Workplace Inspections**
Bitesize Briefing, Northern TUC Office

24 **Welfare Reform & Benefit Changes 2013**
Middlesbrough

July 2013 Calendar

13 **Durham Miners Gala**
Durham City

Northern TUC, 5th Floor, Commercial Union House
39 Pilgrim Street, Newcastle upon Tyne NE1 6QE

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unionlearn **TUC**
with the Northern TUC

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