



CUTLET

no.3

THE NEWSLETTER OF LAMBETH NALGO

9 JULY 1981

Carisbrooke occupation : WAGES TO BE STOPPED

Council Leader Ted Knight issued instructions yesterday to stop the pay of the workers at Carisbrooke, the Social Services training centre, who have been in occupation since Monday morning.

The 24 hour-a-day occupation is in protest at the Council's decision to sell Carisbrooke and at the massive cuts in the training budget. Jobs, particularly those of the support staff of the unit, are threatened. All the workers in the unit - telephonists, training supervisors, support staff - back

the occupation. They explain the reasons for their action below.

SUPPORTIVE ACTION

Supportive action is being discussed and there may be a special branch meeting next week. Further developments will be reported shortly.

All branch members are urged to support the occupation - get down to Carisbrooke one lunch time or evening, send messages of support or take a turn on the rota.

Support the occupation!

Call or visit: Carisbrooke House, 149 Upper Tulse Hill, SW2
Telephone: 671 5211

Gas strike on Monday

Members of all gas service unions, including NALGO, are being called out on a one day strike next Monday, 13 July, in response to the Government's announcement yesterday that it intends to hive off the retail side of British Gas. The unions estimate that such a move would cause the loss of 30,000 jobs. NALGO members gave an overwhelming YES in a ballot on industrial action in the eventuality of the Government following such a course of action and stated yesterday that "there is no way that the Government will avoid an all-out gas strike".

APOLOGIES

A few gremlins crept into the last CUTLET - Jenny Nyman will NOT now be a candidate in the NEC by-election, and Derek Stobbs has resigned to become the Assistant General Secretary of the First Division Association (the top rank civil servants body) not of NALGO, as stated.

Why we are taking this action

Look at what has happened over the last few months:
- training expenditure has been cut back by 66%
- this year alone
- secondments for qualification courses have been cut by 75%, with no new Certificate of Qualification in Social Work (CQSW) courses from 1981
- and now the training unit itself to be sold off

The Council has virtually wiped out the training budget and now, by getting rid of the training unit and redeploying the staff, the rest of our work could also go out of the window.

We have taken this stand to draw attention to the massive cuts in training and how they affect everyone in Social Services and the people they work with.

WHAT DO WE DO NEXT?

Before any sale of the training unit takes place, we want to be fully consulted about the suitability of the alternatives that might be proposed. **THERE HAS BEEN NO CONSULTATION.** The Council has decided to sell first and tell us later. Any move could cause redundancies and/or

redeployment. Again, the Council has not bothered to consult anyone.

We want training activities to continue to be central, in one unit, and not dispersed

We are also fighting against any further cuts in the training budget.

WHAT YOU CAN DO TO HELP

The planned training activities have been postponed and rearranged. In their place, we have organised a series of workshops, discussion groups and seminars which look at some priority areas for training and the effect of cuts on the community. Please come and attend! We'll be circulating details of these soon.

Show us your support by visiting the training unit - come and discuss our action with us. Talk about the effects of the cuts in training and what they mean to you. Send your comments to Ted Knight (and send us a copy)

Join the occupation! Help us on the evening, night and weekend rotas.

NALGO accepts 7.3% pay offer

Delegates from local government branches voted on Tuesday to accept the employers' 7.3 per cent pay offer in settlement of this years claim, but added a rider that negotiations for next years pay round should be co-ordinated with all other local government trade unions.

NO VICTORY

The vote to accept the employers' offer was substantial and it was clear that very few branches had voted to reject it. However, delegates from many branches criticised the way that the claim had been pursued, that is rather halfheartedly. As one delegate pointed out, the negotiators seemed to consider it a victory that the settlement didn't include some of the nasty things that the employers had been threatening us with, but very little real progress had been made.

He said that members had voted to accept the offer because our negotiators and Mrs Thatcher had done their best to engender a climate for accepting a low offer, and because they could not afford to wait months before perhaps winning another one or two per cent, as had happened last year.

Details of the settlement, which is with effect from the 1st of this month, are given on the right.

COMMON PAY STRATEGY

The amendment to the motion of acceptance was passed by a large majority despite opposition from the National Local Government Committee. It instructs the committee to seek a common pay strategy with all other local government trade unions, worked out through the TUC local government committee. It also states that pay claims should be submitted around the same time, regardless of the views of the national employers.

3% NEXT YEAR?

The major reason that such a strategy is being sought is that the Government has already stated that it will attempt to keep public sector wage rises below 5 per cent in the next pay round. It has indicated that increases will in fact be of the order of 2 or 3 per cent, not only for next year but for two or three years!

It will be difficult to co-ordinate pay strategy as the various groups of workers have different settlement dates. The manual workers are at the start of the pay round, in November, whereas we are at the end, the following July. But some co-ordination is essential if we are to stop the Government imposing wage 'rises' of 3 per cent or even less.



A small and hardy band of branch members travelled to Scotland on June 30 to join a massive protest against Government plans to force crippling cuts on seven Scottish Labour councils. Fifteen thousand people — trades unionists, tenants, pensioners, disabled — marched in Edinburgh in the biggest demonstration seen in the city. The NALGO contingent, with delegations from most Scottish branches and two from England, numbered 4,000. Lothian, Dundee, Renfrew and Dumbarton councils have voted against making the enormous cuts demanded by Scottish Secretary of State George Younger. Lothian Region is being told to cut £53 million from its budget and 5,000 jobs are at stake. Other councils are in a similar position.

THE SETTLEMENT

The settlement provides:

- * an increase of 7.5% on the pay bill
- * an increase of 7.3% on all spinal column points
- * restructuring worth 0.2% on the pay bill
- * an increase of 7.5% on allowances
- * the deletion of grades Clerical 1, T1 and AP1
- * the introduction of two new scales:
Scale 1: points 1 to 11, with no bar
Scale 2: points 11 to 14
- * the minimum point of grades CI 2, T2 and AP2, point 14, to be deleted from

1 July 1981

- * staff on point 7 who received no increment on 1.4.81, to move to point 8 on 1.7.81
 - * staff on point 7 who did receive an increment on 1.4.81 to move to point 8 on 1.4.82
 - * staff on point 10 who received no increment on 1.4.81, to move to point 11 on 1.7.81
 - * staff on point 10 who did receive an increment on 1.4.81, to move to 11 on 1.4.82
 - * in grade AP1, point 9 to be deleted from 1.7.81 and point 10 from 1.4.82
- EXCEPT for registration officers, whose case is being further discussed

* SALARIES STATED ARE EXCLUSIVE OF LONDON WEIGHTING	SCP *OLD *NEW			SCP *OLD *NEW			SCP *OLD *NEW		
	1	2508	2691	18	5148	5526	35	8631	9261
2	2664	2859	19	5268	5652	36	8880	9528	
3	2874	3084	20	5421	5817	37	9066	9729	
4	3036	3258	21	5574	5982	38	9312	9993	
5	3243	3480	22	5730	6150	39	9576	10275	
6	3540	3798	23	5901	6333	40	9861	10581	
7	3675	3945	24	6057	6501	41	10182	10926	
8	3780	4056	25	6240	6696	42	10455	11220	
9	3918	4206	26	6447	6918	43	10731	11517	
10	4023	4317	27	6651	7137	44	11010	11814	
11	4161	4464	28	6870	7371	45	11286	12111	
12	4305	4620	29	7101	7620	46	11562	12408	
13	4440	4764	30	7338	7875	47	11826	12690	
14	4590	4926	31	7632	8190	48	12114	12999	
15	4719	5064	32	7890	8466	49	12393	13299	
16	4866	5223	33	8139	8733	50	12666	13593	
17	5010	5376	34	8379	8991	51	12939	13884	

CURRENT GRADES AND THEIR SPINAL COLUMN POINT NUMBERS

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51										
CLERICAL 1 (C1)										C2					C3																																													
TRAINEE GRADE																																																												
										AP1					AP2					AP3					AP4					AP5																														
																														SO1					SO2																									
																														PO1 Range										PO2 Range																				
T1										T2					T3					T4					T5																																			
MI										M					M					M					M					M7																														
										SATCO																																																		