



CUTTLET

no.12

THE NEWSLETTER OF LAMBETH NALGO

11 FEBRUARY 1982

PAY '82

The 1982 pay claim was submitted to the employers at the full meeting of the National Joint Council on Wednesday, January 27.

The claim is for:-

- * "an increase in pay which will both maintain and protect living standards and substantially increases the salaries of the lower paid"
- * a 35 hour week for all staff including those currently working more than 37 hours
- * deletion of miscellaneous grades and transfer of staff to APT and C grades

The claim is being submitted

More on Pay Claim - Page 2

earlier than usual because the staff side unions are fully supporting the TUC's common pay strategy for public service unions.

The employers indicated that they would need to consult their constituent parties and respond in due course.

So the employers response is now awaited.

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TECHNOLOGY TALKS CRITICAL

Negotiations with the council on a package comprising a 'new technology' agreement and improvements in service conditions have reached a critical point at the time of writing (February 5).

After a series of meetings the union and DMS negotiators had come very close to reaching agreement on a package deal based on the principle of sharing the benefits to be derived from the introduction of new technology between employer and employees.

However, after the management side had discussed the proposals with council leader Ted Knight, the union was told that it would be acceptable to the council on a number of conditions. These included an understanding with the union on 'flexible working',

the completion of negotiations on the GLC transfer by February 15, and, if at all possible, agreement on the Shirley Oaks redeployment.

TARGET DATE

The union responded favourably to the council's proposal to tie up other uncompleted negotiations in a comprehensive package, but felt that the target date should be extended because of the size and complexity of the GLC negotiations. It was then agreed to attempt to reach agreement by February 22. The target date for imple-

mentation of the GLC transfer is still April 1.

Details of the service conditions improvements are still being discussed, but the union expects that a final package would include: a reduction of one hour in the working week, one extra day's annual leave for everyone with a further three days after ten years service, improved parental provisions and improved lunch-eon facilities for staff in the north and south of the borough.

Negotiations are continuing and full details will be circulated as soon as possible.

JACK VALERO
Branch negotiating team

At the meeting of the National Joint Council, our national negotiating body, on January 27, the following items were discussed in addition to the 1982 pay claim (see below and front)

LONDON WEIGHTING

The employers continued to refuse to increase their previous offer of 7.3 per cent. The staff side argued for the full increases justified by the Department of Employment's indices and suggested a phased settlement which would ensure that the final

PAY 82 LOCAL GOVERNMENT

The following is from the text of the 1982 pay and conditions claim submitted on 27th January:-

Since the Comparability Exercise, which took as its base July 1979, the Department of Employment's Retail Prices Index has risen by 34.8 per cent (July 1979 to December 1981). In the same period, the salaries established by the Comparability Exercise have risen by only 23.4 per cent.

The latest published figures for the RPI show the annual rate of inflation to be 12 per cent and there is no indication that this rate of increase is likely to abate in the near future. These figures demonstrate a continuing decline in the real pay of APT and C staff which the staff side is determined to halt.

The figures underestimate the impact of inflation on the lower paid. Fifty per cent of staff are paid on spinal column points up to and including point 17 (the top point of Clerical 2); 65 per cent of

level of allowances would reflect the indices. The employers will respond to this proposal at the next meeting of the NJC Executive Committee on March 3.

CHIEF OFFICERS

The staff side reported that it had completed consultations and was now prepared to enter discussions on the employers' proposals for a separate negotiating body for all chief officers and deputies. Any agreement on a new body would, however, be conditional on agreement on its scope and

staff up to and including point 23. The staff side attaches the utmost importance to seeking a settlement which provides a substantial increase for the lower paid.

35 HOUR WEEK

The working hours of the majority of APT and C staff are 36 per week in London and 37 elsewhere. Certain groups, however, are conditioned to longer hours. These include residential workers and many supervisory staff, who have a 40 hour week. The 1981 New Earnings Survey, published by the Department of Employment, shows that only 4.5 per cent of male full time non-manual workers and only 1 per cent of female non-manual workers had a basic working week of 40 hours or more. The staff side therefore attaches considerable importance to reducing the number of hours of staff conditioned to above-standard working hours.

MISCELLANEOUS SCHEME

The miscellaneous scheme is both anomalous and subject to widespread abuse. Miscellaneous grades could appropriately be placed on the main APT and C scales. The staff side believes, therefore, that the scheme should be deleted and staff transferred to the main APT and C scheme.

composition and on its implications for the Administrative, Professional, Technical and Clerical scheme.

RESIDENTIAL CLAIM

The staff side tabled a claim for a reduction in the hours of work and for shift, weekend and bank holiday premia payments for residential staff. The claim will be considered at the next meeting of the NJC Executive on March 3.

The claim will be sent to branches shortly.

REVISED ALLOWANCES

Revised allowances with effect from 1 January 1982 were agreed to reflect the increase in the Retail Prices Index for meals bought and consumed outside the home. These are set out below.

Ordinary Subsistence Allowances

| | <u>New allowance</u> |
|-------------------------------|----------------------|
| | £ |
| Bed and Breakfast (in London) | 12.59 (16.08) |
| Breakfast | 1.81 |
| Lunch | 2.48 |
| Tea | 0.98 |
| Dinner | 3.10 |

Absence of 24 hours or more

| | |
|-------------------------|---------------|
| Per day or part thereof | 8.36 |
| Per night (in London) | 12.59 (16.08) |

Travelling or Outside Officer

| | |
|-------------------------------|---------------|
| Bed and Breakfast (in London) | 12.59 (16.08) |
| Breakfast | 1.81 |
| Lunch | 1.70 |
| Tea | 0.73 |
| Dinner | 2.08 |

NALGO WOMEN'S GROUP

What should the Women's Group be doing this year? Bring your ideas along to this meeting to discuss our future programme, following on from our meetings on sexual harassment.

Thursday 25 February

All women members of the branch are welcome - please come along!

1pm Town Hall

ABORTION RIGHTS UNDER ATTACK

The grounds for abortion laid down in the 1977 Abortion Act have been restricted by a change in wording on a form used by doctors to notify the Department of Health and Social Security of abortions performed. The form used to include space for either medical or non-medical reasons, The government has now

changed the form using a backdoor method involving a "statutory instrument" and space has been allocated only for existing medical conditions.

At least four doctors who have refused to comply with the change in the law have been threatened with prosecution.

GO ON THIS COURSE!

When the TUC's six day course for women trade unionists was advertised to the two thousand plus women in Lambeth NALGO, there weren't many takers. Anyway, two of us went along and found the course really helpful and interesting.

The course gave a lot of cover to issues affecting women trade unionists - maternity rights, sexual harassment, discrimination etc - as well as union organisation, the steward's role, law and trade unions, how to form a motion, disputes procedure and negotiations. It didn't matter whether you were a steward or not as the course was geared around getting women involved and building confidence - to this end there were a lot of role-playing exercises. It was interesting, too, to meet women from other trade unions (NUPE, GMWU and NATSOPA) and there

was also a good mix of races and ages.

Latest figures show that women make up over 51% of NALGO membership nationally, so its about time we had a bigger say in the running of our union and the issues it fights for. Go on this course if you can - ring Bob Lane, the branch Education Secretary (274 7722 x 2208) or write to TUC Regional Education Service, Congress House, Great Russell Street, WC1B 3LS.

CHERYL COYNE SIOBHAN SCANLAN

SEXUAL HARASSMENT AT WORK

Have you experienced unwanted sexual comments, looks, suggestions or physical contact at work, but don't like to complain in case it threatens your job? Are the walls of your office covered with sexist posters and 'pin-up' calendars?

Come along to a meeting on sexism and sexual harassment and discuss how to overcome these problems.

The meetings are at the Training Centre, 6-8 Atlantic Road, Brixton, (above Burtons), on:

| | | |
|------------------------|--------------|--------------|
| Tuesday, February 16 | : 11am - 1pm | (women only) |
| Wednesday, February 17 | : 1pm - 3pm | (women only) |
| Tuesday, March 2 | : 11am - 1pm | (mixed) |

The film IT'S NOT YOUR IMAGINATION will be shown at each session. It is about five women who have been sexually harassed at work, and two women union representatives talk about the obligation of unions to protect their members from this discrimination. The film lasts about twenty minutes and will be followed by a discussion.

The branch has negotiated time off for members to attend. Ask your supervisor for permission.



Dr. Jekyll and Mr. Hyde (Paramount 1931)

LAMBETH NALGO WOMEN'S GROUP

NALGO BLACK MEMBERS' GROUP

Lambeth NALGO Black Members Group is open to all Black members of the branch. Our main aims are to:

- * bring a Black perspective on NALGO policy and practice
- * fight racism in all institutions within the union's involvement
- * meet more effectively the needs and expectations of Black members

To achieve this, it is vital that as many Black members as possible participate.

Our next meeting, on March 3, has been especially extended by one hour so that we can work out the future programme of the Group. Be there please!

Wednesday 3 March

1pm - 3pm Town Hall

For further information, contact:

Neville Adams 274/7722 Ext 2257
Beverley Nash 274/7722 Ext 2694

NEW LOOK AT RACE EQUALITY

NALGO is to look again at the way in which it deals with race equality as a result of a motion from this branch to last year's NALGO annual conference.

Our motion, which called for the setting up of a National Race Equality Committee, was not reached at conference and was therefore automatically referred to the National Executive Council for consideration.

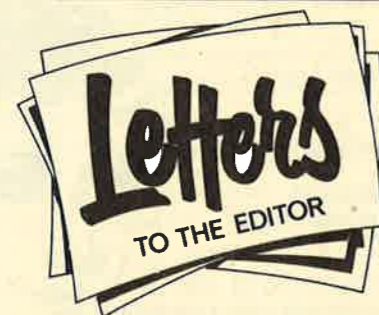
At its meeting on 23 January, the NEC would not agree to the setting up of a separate committee, but did decide that the Economic Committee should look again at the question of how NALGO deals with race equality. At present it is among the responsibilities of the Economic Committee.

UNFAIR

Graham Burgess, NEC member for North West District, argued that the Economic Committee with its vast range of responsibilities could not do just-

ice to the problem. It was unfair to the Committee and unfair to Black workers, he said, and at least a sub-committee should be set up to give the issue a higher profile.

Mike Blick (Metropolitan



I have received a couple of letters since the last issue, complaining about this or that article. They will be

NATIONAL CUTS MEETING POSTPONED

The National Local Government Group meeting due to take place on 29 January to debate a national strategy of action against the 'cuts' (as reported in the last Cutlet) has been postponed due to the rail strikes.

The meeting will now take place when the dispute between ASLEF and British Rail has been resolved.

If you are a NALGO member whose work is related to construction, make sure you are at Westminster on 23 March

District) said that special committees were not the way to deal with the problem - this took it away from the main stream of the union's affairs. He suggested a review of procedures.

REVIEW

The review was agreed after considerable debate and on a close vote.

included in the next issue.

If you are pleased or angered by something in Cutlet or by some action of the union or the Council why not write to me about it?

Send your letters to:

Jackie Lewis
c/o NALGO Branch Office
6A Acre Lane
London SW2

as soon as possible!

MARCH FOR OUR FUTURE

The Campaign for Nuclear Disarmament has organised a major series of events to take place in Lambeth from March 1 - 19 to bring information and debate about the nuclear arms race.

Called "March for Our Future", the fortnight of events will be launched at a press conference at Lambeth Town Hall on Monday March 1 at which the Council will announce the publication of the Government War Emergency Plans. These are documents which determine how you and I will be shot, controlled, governed and otherwise assigned to the crematorium during pre- and post-nuclear attack "planning".

ACTION

The Council passed a comprehensive motion supporting the aims of CND in July 1981. "March for Our Future" will be turning this paper support into concrete action.

We believe that knowledge, however gruesome is vital in the battle against the madness of our nuclear masters. Thus there will be exhibitions of the war plans in the major libraries during the fortnight. We will also be taking our double-decker CND bus, fitted with video equipment, exhibitions, information and children's games to all the housing estates and schools in the borough that have invited us. Please look out for the bus and support us wherever you can.

FILM SHOWS

There will also be film shows and public meetings from Norwood to Waterloo, featuring either Jonathan Dimbleby's film "The Bomb" or Peter Watkin's "The War Game". Speakers from the emergency services will be giving their

own estimations of the feasibility of civil defence. Councillors, and no doubt other local political aspirants, will be asked how they intend to further disarmament locally.

Musical events include a CND/No Nukes benefit at the

Town Hall on Saturday 6, theatre and musical satire from the Category Three Theatre Group on Saturday 13, plus the unpredictable Fall Out Marching Band who were seen throughout Europe last autumn when two million people demonstrated against NATO and the Warsaw Pact. There is no more important issue for this planet than its chances of survival. Support "March for Our Future" and the CND in Lambeth. Don't let THEM turn the lights out on this earth.

ANDREW SIMPSON

DSS

For further details of the events of "March for our Future" - see the next issue of Cutlet.

FREE FILM

THE WAR GAME

BANNED BY THE BBC

Time: Monday 1st March
1pm in the Assembly Hall
Place: LAMBETH TOWN HALL
Brixton SW2

Your chance to see the film the BBC dare not show. It deals with the likely effects of a nuclear attack on Britain and the realities of 'Civil Defence'.

Organised by Lambeth CND groups

Support for London Assembly

NALGO's Metropolitan District will give its full support to the London Assembly being organised by the GLC and the South East Region of the TUC, it was decided at the District Council's meeting on Thursday 4 February at Congress House.

The Assembly has been called for 27 February to organise a campaign to defend London's

public services and ensure that London gets a fair share of government resources.

LEB SHOPS

The District Council meeting gave full backing to Electorality members who are fighting the LEB's announced plans to close two shops and "look closely" at twelve others. A report due shortly from the

Office of Fair Trading may recommend that the LEB ceases retailing activities altogether. This would lead to 1,000 jobs being lost in London and, if extended across the country, would cost approximately 10,000 jobs.

SUPPORT FOR ASLEF

The meeting also voted to send a message of support to ASLEF "wishing them every success in their industrial action taken to persuade British Rail to honour their agreement".

Creche facilities are now available for all District Council activities, including weekend training schools. The meeting agreed that, in future, local unemployed people should be employed as creche workers instead of NALGO volunteers.



NALGO's 1981 President, Peter Morgan, presents a gift from NALGO to Mietek Kukula, a representative from Polish Solidarity, at last year's annual conference.

Mietek Kukula, the Solidarity representative who was a guest at last year's NALGO conference, is one of the many Solidarity activists who have been detained under martial law.

NALGO General Secretary Geoffrey Drain has written to the Polish Ambassador to enquire about the conditions under which he is being detained. He has also written to NALGO branches urging them to write letters of protest to the ambassador and/or the commandant of the internment

camp where Mr Kukula is being in cell C35.

Send letters of protest to:-

H.E. Stefan Stanisczewski
Embassy of the People's
Republic of Poland
47 Portland Place
London W1N 3AG

and/or

The Camp Commandant
Camp Strzedielinek
near Drawsko
POLAND

AID FOR POLAND

Polish groups based in London have been consulted about the best means of sending relief aid to Poland. It is their view that within Poland the most reliable means of ensuring that aid is received by those most in need is the Catholic Church.

Donations may be sent to "Food for Poland" (c/o Polish Catholic Centre, 1 Courtfield Gardens, W13 0HD)

In addition, a charitable trust has been set up with the specific purpose of assisting detained Solidarity activists and their families. (Friends of Poland, c/o Sisters of Charity, St Vincent's Convent, London W1P 1NL). Further information can be obtained by ringing 828 1865.

BRANCH DIRECTORY

OFFICERS

BRANCH CHAIRPERSON

Anna Tapsell 720 5051
Area 4, DSS

BRANCH VICE CHAIRPERSON

Chris Gunter 274 0671
Area 6, DSS

BRANCH SECRETARY

Mike Waller 737 2134
NALGO branch office
6A Acre Lane, SW2

ASSISTANT BRANCH SECRETARY

Brian Martin TH x 2209
Room 19, Town Hall
DALS

BRANCH TREASURER

Ben Allen TH x 2295
1st floor, 18 Brixton Hill
DoF

ASSISTANT BRANCH TREASURER

Barry Buxton TH x 2422
Bonus Section,
18 Brixton Hill, DoF

EDUCATION SECRETARY

Bob Lane TH x 2208
Room 24, Town Hall
CE's Office

PUBLICITY OFFICER

Jackie Lewis TH x 2949
Room 19, Town Hall
DALS

PRESS OFFICER

Hugh Williams TH x 2484
Housin Advice Centre
HPS

HEALTH AND SAFETY OFFICER

Ken Rollings TH x 2704
Safety Office,
24 Porden Road, DCS

WELFARE SECRETARY

Wilf Domfe 737 4339
Brixton Housing Office
DHPS

SOCIAL SECRETARY

Jack Organ 720 4094
New Construction
Bowlands Road, DCS

SPORTS SECRETARY

Bob Edwards TH x 2915
Print Room
1-5 Acre Lane, DALS

CONVENORS

TOWN PLANNING

Roger Vincent Townsend 674 9844
Courtenay House, DTP

BOROUGH DEVELOPMENT

David Fryer 674 9844 x437
Courtenay House, BDD
BDD

PUBLIC SERVICES

Martin Mancey (acting) 720 2177 x224
George West House, DCEPS

HOUSING

Simon Berlin TH x 2302
Convenor's office,
Town Hall Parade, DHPS

AMENITIES

Ray Wilkie 274 7451
Tate Central Library
DAS

MANAGEMENT SERVICES

Jack Valero TH x 3044
Productivity Services
18 Brixton Hill, DMS

ADMIN & LEGAL (including CE's office and voluntary organisations)

Mike Tichelar TH x 2208
Room 24, Town Hall
DALS

CONSTRUCTION SERVICES

Rob Newland TH x 3089
5th floor, Hambrook House
DCS

SOCIAL SERVICES

Jenny Nyman TH x 2248
Room 1002, Blue Star House
DSS

ENVIRONMENTAL HEALTH & CONSUMER SERVICES

Dave Richardson (acting) 622 6655 x124
138/146 Clapham Park Road
DEHCS

FINANCE

Dave Holliday TH x 2215
Technical Section
18 Brixton Hill, DoF

Solidarity

NOTICEBOARD

Textbooks for your exams

BUYING textbooks can be enormously expensive these days — so why not borrow them from the NALGO Lending Library?

The Library provides a long-term loan service to students of the NALGO Correspondence Institute and other NALGO members who are pursuing academic or professional qualifications.

The NALGO Lending Library is based in the Education Department at Headquarters and contains some 3,000 books, together with a wide range of periodicals.

The subjects covered include: politics, central and local government, trade unionism and industrial law, consumer protection, personnel management, economics, business studies and law.

A leaflet describing the service and the conditions attaching to loans, photocopying service and costs is available on request from:

Education Officer,
NALGO, 1 Mabledon
Place, London WC1H 9AJ.
Telephone 01-388 2366
extension 428.

OPEN CUTLET

CUTLET is a newsletter for all branch members. It is intended to provide news, information and a forum for debate within the branch. It is therefore open to contributions from any member.

Letters and articles must be signed by the contributor (although they may be printed under a pseudonym if there is reason for doing so).

Write to: Jackie Lewis,
c/o Nalگو office
6A Acre Lane, SW2

Closing dates for the next three issues are as follows:

Wednesday 17 Feb. (published
Thursday 25 Feb.)

ADVERTISE!

This page is open for members to advertise their group's activities, or for members who may be interested in starting new groups.

Send your contributions to the editor, c/o NALGO branch office, 6A Acre Lane.

Wednesday 3 March (published
Thursday 11 March)
Wednesday 17 March (published
Thursday 25 March)

(NB contributions can be sent through the internal mail).

LAMBETH NALGO TABLE TENNIS KNOCK-OUT

If you wish to take part

in the above competition please contact

R. Edwards int 2915

all applicants must be NALGO members

and will be responsible for
arranging their own matches

CLOSING DATE FOR APPLICATION

FRIDAY MARCH 12th 82

STRESS?

Bored with the South London Press, boring union rags and dull, dull Lefty papers? Then the South London Stress is the answer. More laughs than an SPG charge & cheaper than a Rolls Royce. Issue 5 contains a Bill Pitt special (all the dirt we can scrape from the bottom of the barrel) Available from Lambeth Dissidents, 121 Railton Road, SE24 for 20p. GUARANTEED to upset all Lefties/Rightists/Libs/SDPers and more.

CONSTRUCTION LOBBY

The TUC has organised a mass lobby of Parliament to protest about the critical state of the construction sector and to demand a major expansion of public investment in construction. The lobby will take place on TUESDAY 23 MARCH after a rally in Central Hall, Westminster.

Thousands of NALGO members are employed in the construction sector, either directly or in related areas, such as housing, planning etc. NALGO has authorised support for the lobby, ensuring that any member participating has the official backing of the union, and is urging a large turnout.

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The Editor, c/o NALGO Branch Office, 6A Acre Lane.

Opinions expressed in CUTLET are not necessarily those of NALGO, either nationally or locally.