

Newsletter

East Midlands Retired Members Branch

No.21 September 2014

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1. October branch meeting

11.00 a.m. – 1.00 p.m.
Tuesday 21st October 2014
Swan in the Rushes (upstairs room)
Swan Street, Loughborough
(Speaker at 12.00 noon)

Speaker: Professor Andreas Bieler on "Austerity and Trade Unions"

Join other members afterwards for lunch in the hostelry. The Swan does nice lunches and excellent real ale, both at a reasonable cost. They give us the room free and tea/coffee so please support in return by buying lunch and drinks.

Next meeting: Tuesday 3rd March 2015, 10.30 am – 12.30

More information

A lot more information and news can be obtained from these websites. We recommend that you have a browse.

UCU National Website: http://www.ucu.org.uk

AgeUK: http://www.ageuk.org.uk/68 is too late: www.68istoolate.org.uk

National Pensioners Convention (NPC): http://npcuk.org East Midlands NPC: http://leicesternpcgroup.btck.co.uk/

Please inform us of change of address or email

We encourage retired members to use their **home** email for when you give up your work email address. We send out a quarterly newsletter by email but only an annual newsletter by post. Sending the newsletters by post is increasingly expensive and private to boot.

2. UCU members in English colleges to strike on 14 October

The union's Further Education Committee met on 12th September to consider the results of a member consultation on the 2014/15 pay offer. 85% of members who participated in the e-ballot voted to reject the 1% pay offer and support strike action in an effort to secure an improved deal. The committee voted in favour of UCU members in colleges in England taking the action on 14 October together with other public sector unions. The committee also voted to determine dates for further targeted and national strike action when it next meets on 17 October. UCU head of bargaining, Michael MacNeil, said: 'Our members have made it quite clear that they are not prepared to accept another real-terms pay cut. The cost of living continues to rise but pay just isn't matching it. 'Our members have seen their pay fall by 15% in real terms since 2009 and have also been hit with higher monthly pension contributions. UCU will be joining colleagues in other public sector unions because Britain needs a pay rise.'

UNISON and other public sector unions will also be striking on the same day. Closer to the day we will send details of meetings and rallies which we encourage you to attend.

3. USS in crisis again - ballot to strike Yet again there are proposed changes to USS

Universities UK have recently asked employers to consider proposals which would mean a reduction of thousands of pounds in the annual pension for most members. The proposals include the closure of the final salary section of USS, the move of all members into an inferior career average scheme, a £40,000 earnings cap above which benefits will not apply, and a new defined contribution pot the income from which would depend upon investment.

Whether members are currently in the final salary section, already in the career average section, or have not yet joined USS, the proposals will likely mean a reduction in the worth of their annual pension of thousands of pounds according to analysis undertaken for UCU by independent experts First Actuarial.

The proposals will mean pensions will be worth less than those of someone on the same salary and working in a new university but who is a member of the Teachers' Pension Scheme (TPS) rather than USS. Even allowing for higher contribution rates in TPS, the difference is startling. Someone aged 40 with 15 years' service who retires on £45,954 would have an annual pension worth 56% more in TPS than in USS.

UCU's USS delegate conference held on 19th September agreed to a ballot for industrial action unless agreement can be reached. The ballot will begin on 1st October. Given the employers' determination to push through these detrimental proposals, UCU will need to take serious industrial action. Conference agreed that this would take the form of a ban on the setting or assessment of work, and that any attempts to impose punitive pay deductions in response would lead to national strike action. This is a very significant attack on members' pension income, and one that the union and its members must respond to. If UCU is to persuade the employers to back down, there will need to be a clear, decisive and substantial mandate from members.

The triennial Fund Evaluation of USS at March 2014 reported a deficit of £7.5bn, meaning that the scheme is funded at only 85% in terms of its assets/liabilities ratio. Although National UCU considers the evaluation method used (known as "Gilts +") to be unrealistic and has proposed a more viable alternative method, USS has rejected this.

Under pressure from the Pensions Regulator, the Employers and the USS Board of Trustees are keen to push through more reforms to the benefits structure in order to "de-risk" the fund, as they see it, to ensure that it remains able to meet its long-term obligations. We believe it is unlikely that this will be the last attempt to reduce our USS pension.

The present two-tier Scheme, composed of final salary and career average (career re-valued benefits - CRB) sections, will most likely come to an end as a result of these reforms, with the cessation of the final salary section. The Pensions sector views final salary schemes as untenable in today's financial climate and considers defined benefits schemes in general to be unsustainable in the long term.

Defined Contributions – new proposal

UUK (the Employers) and the USS Board are considering a hybrid structure based partly on defined benefits using CRB and partly on defined contributions. The accrual rate would remain at 1/80th with the defined benefits part (CRB) based on the first £40k of earnings. Earnings above this level would contribute to the 'defined contributions' part. Employers would still contribute to both parts, at an increased rate of 18%, reducing to not less than 16% if the future funding situation improved. Note that 'defined contributions' means that you end up with a pot of money that you can either re-invest or draw upon on retirement.

This is not like the old Additional Voluntary Contributions in USS because the employers will also make a limited contribution. On the positive side this willingness of the employers to spend more on pensions could be welcome,

but UCU would prefer the money went on improving the Defined Benefits for everyone. However, it could be part of a plot to get the majority of members involved with Defined Contributions as the start of a gradual switch from Defined Benefits to Defined Contributions. The real catch is that performance depends on the Market and would not be guaranteed.

Past service benefits accrued under the final salary section would be honoured on retirement, based on the final salary at that time and the number of years worked up to the date of the new structure coming into force.

All this will mean a considerable reduction to members' pensions and to the lump sum they may have expected, irrespective of which section of USS members are in.

It appears that those with longer service retiring on higher salary points will suffer the most. The USS scheme (in both existing and proposed new forms) remains inferior to the Teachers' Pension Scheme used in the post-92 HE sector.

The USS Board of Trustees is meeting at present (no details yet) to consider this proposed new structure; there may be variations in detail but UCU expects that the general structure will be similar to that detailed above. USS members would then be balloted during October, and the new structure officially approved by the end of that month. If implemented, the reforms would come into effect sometime in mid-2015.

More information: http://www.ucu.org.uk/7216

Russ Bowman

4. USS funds are as good as they look

Copy of an excellent letter to the Editor of THES by Dennis Leech, Professor of Economics, Warwick University http://blogs.warwick.ac.uk/dennisleech/

Dear Sir

The question USS members are asking is exactly why, given that their pension fund is highly solvent by normal standards, they are being told by Anton Muscatelli, on behalf the employers, that, on the contrary, it is deep in deficit. The figures show the USS is immensely profitable: the latest Annual Report and Accounts show an income of £2,585.4 million and expenditure on pensions in payment of £1,462.0 million, leaving a massive net surplus to invest for meeting future needs of £1,123.4million. Of course these figures only tell part of the story and one needs to allow for future demands due to demographic changes, growth in membership and so on - the job of actuaries. Nevertheless they surely indicate that there is currently plenty of headroom, which begs the question for Professor Muscatelli to which members deserve an answer: How does an annual surplus of over a billion pounds become a deficit? Can we please be told?

Instead of giving a clear picture of how the accounts are likely to change in the future, he just announces that there will be deficits, measured in astronomical figures of tens of billions of pounds, without explaining the basis of their derivation. He, rather disingenuously, hints at arguments but does not turn them into reasons when he says: "People's longer life expectancies and the current global economic upheavals make these challenging times for pension funds..." In fact the evidence is that longer life expectancies are a significant - but still relatively small - factor that does

not threaten the survival of the scheme: it simply requires minor changes in the rules. "Global economic upheavals" is a term so vague it could mean anything, perhaps intended to make members believe that the investment returns have been unusually poor. But investment returns to the USS compare well with the rest of the industry and the fund's assets have grown - so that cannot be the source of his growing deficit.

Professor Muscatelli's figures are smoke and mirrors - a flawed methodology for a number of reasons. And one of the most important - something that Professor Muscatelli does not mention - is the fact that the new methodology does not count income from contributions (£1,539.6million - enough for all the pensions in payment). Up until now the USS (like other pension schemes) has worked perfectly sustainably as a collective fund on a money-in-money-out basis. But this principle is now to be banned for reasons that can only be described as ideological: it is collectivist.

5. State Pension Simplification?

The new state pension (SP) that will be open to those reaching state pension age from April 2016 has been widely heralded by the Government as both giving all the new pensioners a single tier £155 per week pension and simplifying the existing state pension. This is proving to be a highly optimistic if not actually misleading account.

Only 42% of workers retiring in 2016 will get £155. The figure rises to 52% in 2018 and 73% in 2026. So, two decades after the scheme is introduced, 27% will still fail to qualify for the full weekly amount. The worst affected will be women. Also anyone who spent years employed by a company that allowed them to save into a final-salary pension will lose out, which will particularly affect public sector workers. They will not get the full pension because they were allowed to pay reduced National Insurance contributions as they 'contracted out' of the second state pension (S2P).

Pensions Minster Steve Webb has explained the situation: "I am sorry if the message people have been getting has not been clear enough. For the sake of simplicity and to help people get a grasp of the issue, I have been saying everyone will qualify for the full flat-rate state pension if they had paid 35 years of National Insurance contributions.

'Perhaps what I should have made clear was that they should have paid 35 years of National Insurance contributions at the full rate".

So rather than paying 30 years National Insurance (NI) for the current state pension, those qualifying for the single tier pension will have to pay 35 years at **full rate** NI. Workers in final-salary schemes did not claim the State S2P. This process is known as contracting out. In return for not taking S2P, employees and employers were allowed to pay a reduced amount of National Insurance. Now, under the new flat-rate pension, anyone who paid this lower rate will have a partial deduction made for the years they were contracted out. In addition our working colleagues are having their NI contributions increased from 10.4% to 12%.

A further blow came when Steve Webb announced that the rewards for deferring the SP were to be slashed. Individuals who chose to postpone their retirement beyond the state

pension age would get a 5.8% increase for each year deferred down from 10.4% currently.

Those of us who have the SP before April 2016 will not get the new pension and the rise from a maximum of £113.10 a week to an expected £155 a week.

To give a surface appearance of fairness despite this discrepancy, pensioners will, from next year, be able to "buy" up to £25 a week extra state pension. The offer will be available to anyone who reaches state pension age by April 2016 – that is, women currently 61 or older and men 63 or more – regardless of their existing state pension entitlement. To obtain it you must "buy" a new class of National Insurance, called Class 3A.

At present, those approaching retirement can make a lumpsum payment to increase their basic state pension if they have accrued fewer than 30 qualifying years. This new additional deal is far less generous. On the present scheme, it takes about four years to recoup the cost of buying the extra years to get the full state pension. From then on, the pay-outs will put you in "profit". By contrast, it will take 17 years before your outlay on the new Class 3A scheme is repaid. This may not be the deal of the century.

...and statistics

In July, the Office of National Statistics released figures to show that, after adjusting for inflation, pensioner households took home £477-a-week in 2012/13, which is £2-a-week more than the year before. This deals with all income including savings interest and investment. This wonderful news was much trumpeted. The overall judgment was somehow often overlooked. The ONS figures showed a decline over four years. Pensioners were getting £503-a-week on the same basis in 2009/10, before the bottom fell out of the annuities market and retirees were forced to accept record low returns on their pension savings.

The July public sector strikes also produced a blizzard of statistics from the Government. The major point was that average public sector wages had increased compared to average private sector wages since the financial crisis. Initially this seemed puzzling since there had been a wage freeze followed by a 1% limit in the public sector. The answer to the conundrum is that a large tranche of lower paid public workers had been transferred via privatisation or redundancy to the private sector. This increases the average in the public sector. Furthermore, these same people were often put into minimum wage jobs and/or zero hour contracts thus lowering the private sector average wage.

Julian Atkinson

6. Peace in our Time?

As we read our newspapers and watch the latest news as it happens, we are aware, as never before, of terrible events unfolding before us.

World War 1 commemorations remind us of struggles past and as historians and writers dig into those events we discover it was even worse than we thought with repercussions still reaching us. The conflicts in Iraq and Syria against the Kurds, although possibly related to very long-time issues between tribes and religious beliefs dating back to the Crusades and before, were not helped by the arbitrary boundaries drawn up around middle east countries. For example the Sykes and Picot line, after WW1.

Carne Ross (of Independent Diplomat advisory group), writing in the Guardian says "The West has worked itself into a grotesque muddle in the Middle East: supporting dictatorships in some places, calling for others to end: condemning the killing of civilians in one place, in others condoning them." and regarding possible interventions today, he goes on to suggest "As everywhere the welfare of civilians should come first and guide every policy".



The heavy influence of Arms dealers and manufacturers on governments past and present and on both sides of a conflict is obvious to some. The Campaign Against Arms Trade is launching a challenge to a militaristic legacy of the First World War, to expose the profiteering of the arms trade at that time and importantly, to draw parallels with current times. They want us to remember how people opposed the arms trade then, to inspire us to challenge it now.

The Quakers who have always been pacifists, are calling for "urgent action on Gaza" with "... a comprehensive arms embargo on all sides in the conflict and for an end to Israel's blockade of Gaza and occupation of Palestine." Quakers were among representatives from faith and secular agencies who recently went to share their views and experience of the region with Foreign Office ministers. Their clear and strong statement on the Israeli-Palestinian conflict explains their view that "... amid the present crisis, we are reminded that the people of the West bank, living under Israeli occupation, face restrictions on movement, loss of land and water, demolitions, the continuing building of settlements, detention without trial and violence by settlers and the Israeli military. Such suffering often sows seeds of future violence."

Also "The anniversary of WW1 reminds us how easily militarised societies can slide into armed conflict and become blind to alternatives to war."

Of course other organisations also have much to say: Peace Pledge Union ask "Why in the 21st century, with all our skills, knowledge and resources are we still waging war?" and they are running a research project to remember "The Men who said No".

Stop the War Coalition report on Jewish groups who have joined protests about events in Gaza and remind us of the

many prominent Jews who have spoken out against the existence of the state of Israel altogether.

Meanwhile, CND are still campaigning against Trident, which Alex Salmond wishes to get rid of, and an indigenous Amazonian Tribe have come out of the jungle to seek help from "civilization".

What kind of world are they going to find themselves in?

www.caat.org.uk, www.quaker.org.uk Peace Pledge Union: www.ppu.org.uk Stop the War Coalition, CND.

Rowena Dawson

7. Trade Union membership does pay

An average trade union member earns £4,000-a-year more than non-unionised workers, many of whom have suffered wage freezes or pay cuts in the last year, a government report suggests. So reports the well-known supporter of Trade Unions, the Daily Telegraph, 28 May 2014.

According to a study by the Department for Business, Innovation and Skills, trade union members were paid an average of £14.45-per-hour, 5p more than in 2012. By comparison, workers who decided not to join a trade union were paid an average hourly rate of £12.41in 2013, £3,978 less than union members. The gap, which has widened by more than £100 in the last 12 months, marks the second time in ten years that non-member pay has decreased as member pay increased.

The Department's study found that "trade union members in the public and private sectors saw a rise in their average hourly earnings between 2012 and 2013". In contrast, the report claimed private sector non-members saw a "broad stagnation in their average hourly earnings over the same period, while public sector non-members experienced a reduction".

It concluded that the "overall gap between member and non-member average hourly earnings has increased" to 16.4%, with an even larger increase in the public sector, where members can earn nearly 20% more than non-members. Conservative MP Alok Sharma said the potential for some employees to gain a financial advantage of others by joining a trade union was "extremely unfair".

8. UCU Retired Members Branch

The branch has been underway for four years with over 200 members. The aims are diverse, but include bringing together retired members of UCU in the East Midlands, giving advice to branches on pension and retired members' matters, campaigning on issues relating to retired members and representation to the UCU national congress, National Pensioners Convention, Local TUCs. If you previously worked outside the East Midlands, but lived or now live in the East Midlands, please join our branch.

Meetings: We hold meetings three times a year, in places of interest to make part of a day and lunch out. The meetings centre round important issues for UCU pensioners and give a chance to chat to other retired members.

Newsletter: A termly newsletter with useful articles for retired UCU members is sent to all branch members for whom we have email addresses and to UCU branch secretaries in the East Midlands.

Email addresses: We encourage retired members to use their home email for when you give up your work email address. Please let us have your email address and also changes to your email address.

For more information

please contact Julian Atkinson e-mail: jdatkinson34@btinternet.com telephone: 01773 532105

East Midlands Branch officers and committee

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East Midlands regional UCU committee representatives:
Brian Hambidge, Russ Bowman

Roles and functions for retired members branches

The branch committee has drawn up a list of roles and functions of the retired members branch. These will be discussed at the next branch meeting in March.

- To represent the interests of retired members within the union.
- * To represent the interests of retired union members within the wider union and pensioner movements.
- * To provide a forum within the union for retired members to come together to consider and debate matters of mutual interest.
- * To provide a resource of collective memory, advice and expertise in support of the union, in particular to those still in active employment.
- * To provide active support, where appropriate, by involving the broadest section of the branch in support of the wider interests of the union and its members, including support for those still in active employment.

9. Report from UCU Annual Congress

I attended Congress in Manchester May 29th-30th. The Congress went well for Retired Members Branches RMBs.

Retired Members meeting at Congress

This took place as the same time as the Sector Conferences. The meeting was along the same lines as at last year's congress. Once again, there was a Retired Members stall. Tina Downes (Yorkshire & Humberside) chaired the meeting. Paul Russell acted as Secretary and Geraldine Egan was also present. There were 14 delegates present.

There were reports from delegates on national National Pensioners Convention (NPC), Public Sector (PSPC) and the TUC Pensioners' Committee. There was discussion on a number of issues including the removal of non-paying retirees from membership, how branches should continue to develop, national priorities and campaigning issues, the use of the UCU website for RMBs, aims and objectives of RMBs and the need to inform UCU and the region of change of address for distribution of newsletters etc.

I subsequently forwarded our aims and objectives to Geraldine for circulation. We also discussed relevant Congress motions.

A brief report from each RMB was produced in advance of the meeting. Other regions seem to have again made substantial progress since last year.

Motions

I proposed the East Midlands Regional Rule Change motion 36 to ensure that motions sent to NEC from Branches and Local Associations should include Regional motions and were **discussed** before a timely reply. The NEC opposed this, saying they couldn't practically ensure all such motions were discussed. It failed to achieve the two-thirds majority so they can continue to ignore motions in breach of the Rule.

The Rule Change motion 39 to establish an Age Equality Standing Committee was remitted. Motion 40 to formalise the RMBs' meeting at Congress and our election of reps on National Pensioners Convention (NPC), Public Sector (PSPC) and TUC Pensioners and to establish another RMBs meeting was carried. The motion 48 to rescind the cull of Life Members was carried. Our motion 52 was carried.

I collected Mick Booth's Distinguished service award on his behalf.

East Midland RMB motion 40

This Congress reaffirms that RMBs have a valuable auxiliary role in supporting the campaigns of the UCU. They should be informed similarly to workplace branches of the campaigning activities and rallies of the UCU and be consulted on issues particularly relevant to retired members. In accordance with 12.6.2 iii they should have the right to make representation to the NEC and "receive a timely reply". Two initial steps should be taken:

i.) The Equality Conference should include a component that relates to the needs of older and retired members;

ii.) The meeting of RMBs held during Congress shall be empowered to send two resolutions to the NEC which shall be discussed and voted on, and the result of those deliberations presented in the annual report to the following Congress.

Modest proposals that have little or no financial cost.

Brian Hambidge

10. Branch meeting in Cromford

Speaker: Brian Herbertson on Campaigns of the NPC (National Pensioners Convention)

Brian stressed that the NPC is non-party political. Its strategy is to pick up five main issues which particularly affect pensioners and to put them into a manifesto which can be used in the election campaign. Whenever it is relevant, the NPC works with other organizations, for example the NHS, 38 degrees and Age UK. An example of relevance would be campaigning against zero hours contracts which have an impact on pensioners if their care providers are employed on such contracts.

The NPC believes in using people power. It has 2m members but there are 13m pensioners and they are much more likely to vote in elections than other age groups. What they don't wish to do is put pensioners on a pedestal and separate them from other generations. They have a stance of

uniting the generations and actively encourage this by, e.g. having an NUS speaker at a meeting.

Old people are frequently portrayed as being a burden to society. Age UK has put pensioners' value to the country at £175 b. taking into account the work they do on childcare, voluntary work, caring roles as well as paying taxes. **Benefit costs are** £136 b. The average **private** pension for a woman is £12,500 and for a man £18,000. The state pension used to be worth 23% of average wages but is now worth only 14%. The government removed the age-related tax allowance in the same budget that reduced the top rate of income tax from 50% to 45% and bus passes which used to be available at 60 are now not available until 65. Therefore pensioners have not escaped the austerity measures of this government.

The manifesto will include the demand that the state pension should be above the poverty line, currently it should be about £180 per week. The new state 2nd pension is supported by all the parties but Labour has agreed that it will look at those who lose out by this. The PM has agreed to the 'triple lock'. On the question of RPI, Labour might restore this. There is a danger that there will be pressure to means-test existing universal benefits such as fuel allowance, TV licences, prescriptions and bus passes, for everyone above pension credit level. If this occurred, those just above that level would lose the most. Labour is talking about means-testing the fuel allowance for those above the £42,000 tax threshold. As far as the bus pass is concerned, all parties recognize that touching this would be a vote loser. In the W. Midlands, they tried to do away with nonstatutory aspects of this, e.g. timings, use of trains etc., and were defeated. It would only take a tax rise of 1.5 pence in the pound to pay for free care for all who need it. Andy Burnham supports free care but does not appear to have the support of the rest of the Labour shadow cabinet.

Helen Chester

11. Notts Trades Union Council Report

The Nottinghamshire Trades Council continues to meet alternatively at the GMB office in Nottingham and the Notts NUM office in Mansfield on the 1st Tuesday of each month. Average attendance is about 18 delegates plus observers.

A great effort was made to co-ordinate the public sector strike on July 10th. Hundreds took part with banners on the march from the Forest to Brian Clough's statue in Nottingham City Centre. The Council received a motion from Broxtowe Constituency Labour Party seeking support against the BNP in Broxtowe, Eastwood and Kimberley.

A major effort, organisational and financial, was made in support of the People's March for the NHS as it travelled through Nottinghamshire. This was a great success with a rally in Mansfield of up to 200 people and one in Nottingham of 1,000. The March was supported by Trade Unions, the Labour Party, the Green Party, churches and many community organisations. All Notts Labour MPs supported the march and three actually joined the march. Notts City Council and Notts County Council both passed resolutions supporting the march.

Arrangements are in hand to lobby Party Conferences on the NHS and to support a 'People's Assembly' public meeting against Austerity on October 9th in Nottingham. The Trades Council is arranging discussions with Nottingham City Council over zero hours contracts, the 'living wage' and blacklisting.

On the 1st July the Trades Council were informed that the Mansfield Constituency Labour Party had raised £3,000 to support the work of the Notts NUM Ex and Retired Miners Assoc. which assists ex and retired mineworkers who were members of the Notts National Union of Mineworkers, with their industrial disease claims. The Notts NUM had all its assets seized by the Courts after the 1984/85 Miners' Strike.

Barry Donlan delegate from UCU E.Midlands retired members branch

12. Chesterfield TUC report

Once again this report details a range of issues Chesterfield Trades Union Council has continued to support which are relevant to our members in the UCU East Midlands RMB. The following are some of the main events recently supported by Chesterfield Trades Union Council.

On 14th June, union delegates from Chesterfield Trades Union Council attended the Orgreave Truth and Justice Campaign picnic held at Orgreave, Rotherham, to commemorate the 30th anniversary of the Battle of Orgreave, where striking miners were brutally attacked by the police. This event was subsequently reported by the media as violence on the part of the strikers. The picnic was well attended by trade unionists to mark a black day which led up to the repression of a wide range of union activities and draconian anti-union legislation, under which trade unionists are still struggling.

As the FBU (Fire Brigades Union) are still campaigning against the degradation of their terms and conditions, particularly their pensions, Chesterfield TUC has continued to support their picket lines when they have come out again on strike, 12th of June being an example of this.

Thursday July 10th was a brilliant day of trade union solidarity with a range of public sector unions, in Chesterfield notably Unison, striking in response to erosion of their terms and conditions. Trades Council delegates took their banner to Rykneld Square, where a series of speeches were made by union reps and local MPs including a rousing speech by Dennis Skinner.

19th July saw Chesterfield Trades Council delegates attend a public rally in Sheffield called by the Palestine Solidarity Campaign in response to the bombing of Gaza by Israel. This was held in parallel with one in London.

On the 26th August the March for the NHS, starting in Newcastle and en route for parliament in London, arrived in Chesterfield. The Save our NHS campaign and the Chesterfield Trades Union Council were instrumental in welcoming the marchers, arranging refreshments and accommodation for them and publicising their campaign locally. Trades Council delegates also raised money at the marchers' rallies in New Square Chesterfield and in the centre of Bolsover the following lunch time, for Care UK workers, involved in yet another three weeks strike action resulting from the reduction of their terms and conditions due to privatisation of their previous NHS contracts.

Lucretia Packham delegate from UCU E.Midlands retired members branch