

HAVE YOUR SAY ON PAY

GMB SUBMITS PAY CLAIM FOLLOWING EXTENSIVE CONSULTATION

As you will be aware, your independent union within Southern Cross, GMB has been consulting widely on what this year's pay claim should be. Meetings have been taking place across GMB Regions, in the Homes and your Southern Cross National Negotiating Committee has been fully involved on your behalf.

The key elements that you told us you wanted in this year's claim are;

- 1 Increase in pay from £5 to £10 per week dependent on earnings**
- 2 Paid meal breaks**
- 3 Improvements in access to the sick pay scheme**

The full claim represents GMB members' aspirations to achieve the minimum standards enjoyed by NHS colleagues. Each of the 10 elements of the full claim represents minimum care industry standards. This year you want real progress towards achieving these standards for all Southern Cross staff. This will go a long way to reducing the high turnover of staff and the low morale that low pay has caused. This in turn can only improve residents quality of care.

GMB will argue that as a market leader and Britain's largest care provider, Southern Cross should be among the best employers and payers in the sector. For too long the shareholders and directors are the only ones who have benefited from the fruits of your labour and your pay claim seeks to redress this imbalance.

If you would like to receive a copy of the pay claim in full, your GMB Workplace Organiser in your Home has one or you can email gmbactivist@gmb.org.uk, call 0208 952 3000 or download online at www.gmb.org.uk/sxclaim09

Every GMB member will have the opportunity to vote on the proposals and no deal will be done without a yes vote from the majority of GMB members.

If you know of any of your colleagues who are not yet members of GMB, now is a great time to ask them to join and have their say on this year's pay.

Get them to fill in the form overleaf or join online www.gmb.org.uk/join

HOW DO I JOIN?

Just fill in parts 1, 2 and 3 or 4 overleaf and hand the form to your local GMB representative or post it to FREEPOST RRRS-KSGH-REKT, GMB, Cavendish House, 369 Burnt Oak Broadway, Edgware HA8 5AW (you do not need a stamp).

Join online today at www.gmb.org.uk/join

GMB – THE INDEPENDENT UNION FOR SOUTHERN CROSS STAFF

610,000 GMB members can't be wrong. Whether you work full-time or part-time—whatever job you do – join GMB to make your workplace stronger.

By building the union to be strong in every Home and supporting our members, GMB aims to:

1. Campaign for parity with minimum NHS pay currently between £12,507 and £13,617 per annum.
2. Ensure Southern Cross provides training for staff in every aspect of their job role—from manual handling to NVQ in Social Care.

3. Make sure all care workers and staff employed by Southern Cross Healthcare get the same deal on wages, working hours, shifts and so on which ever Home they work in.
4. Make sure all staff are treated fairly and with respect by management at every Home.
5. Make sure all staff work in clean, safe, modern and well maintained care Homes.

6. Campaign for a properly funded decent quality of care for all residents and care home service users.

7. Work towards a proper Sick Pay scheme for staff.

Most Southern Cross staff are members of GMB.

Join us today and support your colleagues to improve life at work.

FOR UNION USE ONLY Section Branch No Membership No Date of joining

GMB membership application form PLEASE USE BLOCK CAPITALS

1 TELL US ABOUT YOU

Surname First name Title Mrs/Miss/Ms/Mr Date of birth

Home address Home Tel Email

Postcode Mobile I agree to abide by GMB rules Signature

Date We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members
 Bangladeshi / Black African / Black Caribbean / Black British / Chinese / Indian / Irish / Pakistani / White / Other:

2 TELL US ABOUT YOUR JOB

Employer Your job

Address where you work Postcode How many hours a week do you work? Pay No

Work Tel Pay Date

3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY

Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended

I authorise my employer to deduct from my pay each week/month the sum of £ or other amounts as may be fixed by GMB from time to time.

Please start the deductions immediately and pay the amounts to GMB.

I note that this agreement may be cancelled by one month's notice in writing.

I give permission to my employer to notify GMB of any future change of address.

Signed Date Cash

4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form and send to **GMB, 22–24 Worples Road, London SW19 4DD**

Name and full postal address of your Bank or Building Society branch

To the Manager of Bank/Building Society

Address Postcode

Name(s) of account holder(s)

Bank/Building Society Account Number

Bank/Building Society Sort Code

Reference number (Office use only)

Originator's Identification Number

For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Instructions to your Bank or Building Society.
 Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

Banks or Building Societies may not accept Direct Debit instructions for some types of account