



Surrey County UNISON Annual Report 2010



a million
voices
for
public
services

Annual General Meeting 2011

Wednesday 19th January 2011, 12.00pm
Runnymede Centre, Addlestone

Lunch provided • Onsite parking • time given to all SCC staff • all welcome

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Introduction

Paul Couchman, Branch Secretary

2010 has been the busiest year ever in my experience in UNISON. We have been representing, consulting, negotiating, campaigning and fighting on a multitude of issues facing our members – not least the very real threat to jobs and services.

It will be impossible to go into any detail in one document about the range of work UNISON has been involved in but I hope this report gives a flavour of what we have been doing over the past year.

We have had some successes – not least getting Surrey County Council (SCC) to withdraw their plans to charge staff for car parking after members threatened to take action. We have negotiated a far more robust ‘zero-tolerance’ policy on bullying and harassment and successfully represented dozens of members suffering from bullying. Most of our time and energy has gone into individual casework – representing members in disciplinaries, capabilities and grievances – but we have also been working hard in the many consultations and negotiations around the restructuring, relocations, budget cuts and savings agenda, trying to protect members’ jobs, pay, terms and conditions.

At the 2010 AGM, a motion was passed instructing the branch to prioritise the building of a serious, trade-union based, anti-cuts alliance across Surrey. I am proud that our branch has spearheaded this campaign in Surrey and in the Region and we have spent the last year developing Save Our Services in Surrey (SOSiS) in preparation for the battles to come. We have supported local campaigns to save Shortwood Infant School in Staines and Brooklands College in Ashford – both of which were high-profile and successful. We now have most of the key trade



unions in Surrey affiliated to SOSiS and two of the three elected SOSiS officers are from Surrey County UNISON branch.

We have been campaigning against the introduction of academy schools and against the further outsourcing and privatisation of services, whilst supporting members already working in the community, voluntary and private sector.

We have appointed a new Convenor for College members which will hopefully expand and develop our work to represent members in that arena and we are looking to employ a new Branch Organiser to help with recruitment and organising – particularly in non-SCC employers.

In the 2009 Annual Report I said: “2010 isn’t going to get any easier. No matter who wins the general election, all of the main parties have promised deep and painful cuts to our public services and if we are to have a chance of stopping these cuts, then we have to become even stronger – and it will be up to you, our members, to help us achieve this”. The scale and depth of the cuts are enormous and affect every area of our lives. In SCC alone they want to cut £280,000,000 in four years, over 30% of the annual budget! What I said in 2009 is true today a hundred-fold – it is up to us to defend all the gains fought for by our predecessors; the welfare state, the NHS, pensions, free and comprehensive education and quality public services.

UNISON are absolutely clear – we do not accept the need for cuts. The economic deficit was not created by ordinary working people, the unemployed, students, young people, disabled people or pensioners. The mess was caused by the big

bankers, businesses and politicians. There is enough in unpaid corporation tax and tax avoidance (if the government were to collect it instead of getting rid of workers in the tax office) to easily clear the deficit. Check out UNISON's website for the facts www.unison.org.uk.

Surrey County UNISON reps and officers will do what we can to fight back against the onslaught but we need YOU, the members, to get active, to recruit, to come to the meetings, come on the protests and – when necessary – to be prepared to take industrial action to defend what's ours.

We have been recruiting steadily and this year we reached 5,000 members in the branch for the first time since the founding of UNISON. If each of you

recruits just one of your colleagues we can double this and increase our bargaining power enormously with all the employers we have to deal with. Nationally, we are an incredibly powerful force, with over 1.3million members. In the coming weeks and months we will be calling on all our members – alongside other trade unions and the general public – to step up to the challenge and push back this government's ideologically-driven right wing agenda.

The TUC (Trades Union Congress), which represents millions of workers across the UK, has called a national demonstration against the cuts and in defence of public services on 26th March 2011 in Central London – Save the Date and march with us.

Surrey Pay UNISON Pay Team

Last year saw the first serious onslaught on our pay, terms and conditions. Redundancy payments were halved, pay and increments frozen and the beginnings of the 'Savings and Efficiencies' review. Unfortunately, we were not strong enough to hold back what was (and is) a national agenda of making public sector workers pay for the economic mess. We did manage to secure a small increase in the Surrey minimum wage and a small increase in the amount which replaced incremental increases. We also got agreement to revisit the two-year pay freeze 'if the financial situation improves'.

UNISON and the GMB will be submitting a pay claim, regardless of the 'financial situation'. Our members are getting hammered by inflation, VAT and fuel price rises. In reality anything less than 4% or 5% will

be a further pay cut. The Chancellor, George Osborne, has said that public sector workers earning under £21,000pa should be protected from the pay freeze with a £250 increase. We will also have this in mind when we submit our claim.

Some councils are actually imposing real pay cuts – such as Southampton and Swindon. We will fight with all means at our disposal if this is attempted by SCC.

The Savings and Efficiencies review is ongoing. This is a group consisting of HR and the trade unions, which is looking at all areas of employment-related spending such as overtime rates, agency costs, car mileages, allowances etc. UNISON will not sign up to anything before consulting with the members

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Surrey Pay

concerned and we have managed to hold back a range of cuts already. As always, we are more effective where we have more members and local reps who can participate in consultations directly affecting their members.

Adults Social Care Andrew Pattinson

This last year has seen the biggest changes in service provision for Adults Social Care since the Business Delivery Review in Surrey County Council.

“Working Together Differently” has been a co-design of the workforce leading to significant changes to members job roles and responsibilities. Many jobs have gone under this drive for efficiency which has led to many taking voluntary severance rather than applying for new job roles. This process has continued under the Coalition Government’s agenda to dramatically reduce funding for local authorities to fund local services. Workers must realise the impact savage cuts to services and jobs mean on the ground. Adult social care has to make savings of 14 million pounds over the next four years. These are indeed very worrying times for service users and staff alike.

The Coalition Government have also made dramatic cuts to those who are in receipt of welfare benefits. This will unfold over the next year and pose more challenges to a depleted workforce who are delivering services to the most disadvantaged in society. We hope we can all come through this together.

UNISON have been busy in Surrey County Branch

working with Sarah Mitchell Director (David Sergeant Head of Social Care) and Ken Acres (HR) in trying to aid some of this process while protecting members interests. There are many aspects of the restructure we can have profound impact on with members over work relocations and health and safety legislation. Membership continues to grow and as a stronger membership, so our influence in the workplace will also grow. This is the time for members to become more active as you are the voice in the workplace to make a difference.

We have defended members in Grievance and Disciplinary hearings. This work is always done in confidence and outside the public eye. But we do make a difference when members are taken through disciplinary processes or when supporting individual through grievances. The value of a group of workers being in UNISON is when you may have a collective grievance to speak to the employer about, this is done through the collective disputes and resolution procedure. We have influence as staff side representatives and I have been on the Adults DJCC and Social Work Taskforce in ensuring staff side concerns are raised to those at the top of the organisation, in order for work practices to change for workers on the front line.



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Colleges

Annie Townsend

I am pleased to announce the appointment of our new College Convenor Maureen Peters with immediate effect.

Maureen was a long-serving and outstanding steward at East Surrey College until June 2010 when she was made redundant. However, Maureen was not ready to retire and has kindly agreed to work on a voluntary basis for our branch organising, recruiting and assisting stewards with casework in the Further Education and Sixth Form sector.

It is hoped that Maureen will co-ordinate recruitment campaigns, bring together stewards from all Surrey Colleges and Sixth Forms to discuss common issues and report her findings back to Branch Committee.

This year has been a very difficult period for workers in this sector. Guildford College, Brooklands College and East Surrey have all undergone re-structures, following a reduction in

funding. A number of our members have been made redundant as a result, and potentially there will be further redundancies in the years ahead.

Staff at Brooklands successfully fought a campaign to stop the closure of its Ashford campus. Stewards at East Surrey were equally busy raising Health and Safety issues at their new premises and contesting the revision of staff appraisals and staff handbooks. Glenn Clift our steward at NESCOL has also worked single-handedly to raise the profile of UNISON in his workplace by organising recruitment fairs and representing members.

Stewards at all our colleges have been establishing good working relationships with stewards from UCU, and other unions, to fight the cuts. Mumta Erkadoo and Sam Thompson from the Regional Office have also been a great asset to the branch, helping stewards at the colleges with their recruitment campaigns.

Customers & Communities/Environment & Infrastructure

Kay Peters

This year has been very busy and on occasions difficult. I am involved in several PVR's (Public Value Reviews) the first phase of Environment and Infrastructure is now complete and phase 2 is about to proceed. Customers and Communities Business Support PVR is still on-going there have been a few problems, but on the whole I would like to say other directorates could take a leaf out of Customers and Communities book.

The Libraries PVR is now ready to go to the Councillors but until the recommendations have been approved this information is still confidential. We will however be informing our members of these recommendations as soon as is possible. The PVR for Road Safety is still on-going, this is also confidential for the moment but again we will

inform all staff as soon as we hear anything further.

We also have the new contractors who will replace Ringway and Carillion, this involves the TUPE of the existing staff, some of whom are still on SCC Terms and Conditions. This will hopefully not be too difficult, however you never know how things are going to pan out. Recruitment has been continuing throughout the year, my colleague Geraldine Robertson and I, managed to visit 10 Libraries in one day. We were what you call cream cracked at the end of the day, but pleased we had achieved so many in one day!

There still continues to be many individual cases that I am involved in on a day-to-day basis.

Schools

Our two School Convenors, Nina Boyd and Ginny Eaton, have continued to work this year across seven days a week between them.

New stewards in a few schools have joined the others to help ensure fairness and openness in all things to do with School Support Staff's' working terms and conditions in the 400 or so schools around Surrey. We are grateful that some of the school stewards have also come along to the Activists' meetings at Runnymede Centre.

A number of new stewards have undergone the necessary training with UNISON and others have done some on-going training.

Our biggest need is for more stewards so that every school with UNISON members can have their own Rep to help organize them. This enables the members to deal with their internal issues more effectively and for better recruitment to continue in the schools. It also helps the members to be kept up to date with issues about their jobs and changes for the better or worse as they come along.

Re-organizations and some redundancies have been a big feature over this calendar year, with school support staff being asked to drop their hours by 20% or lose their jobs completely. We see that this is continuing and will almost certainly get worse as the Local Government Spending Cuts take hold, more in the months to come.

On the other hand, some schools will want their support staff to do even more. Cover for teachers more than they do, and other duties they should not be doing according to their Job Profiles and Pay Grades. They are the cheaper option and Head teachers can easily put conscientious Teaching Assistants under pressure to do so. There is a lot of misunderstanding about the role of TA s and Higher Level TA s, particular in our Primary schools.

One area we continue to fight for, and negotiate about, is the pay grade for Science Technicians in schools. SCC properly evaluated their jobs at the Hay Panel over a year ago and still some school managers are refusing to pay the correct grade for

the job. One of the really beneficial things about UNISON membership for school staff is the fact that they learn what grade of pay they should be on and the incremental points each grade has. It's surprising how many managers keep support staff in the dark about such matters.

That is one good reason to have had a School Support Staff Negotiating Body for all for England. The last Labour government and UNISON had worked, with other trade unions involved with support staff, and got a long way down the path towards Joint National Terms and Conditions for us all. We heard last week that the Con-Dem Government has put a stop to the SSSNB, we are yet to establish the reasons why.

It is true that SCC schools have got a good Career Framework for TA s where all the jobs have been evaluated along with many other school jobs. Even so a national joint pay grading body would still have been of benefit us and make our position for negotiation stronger.

This leads onto Academy status schools. The Government offered all SCC and other English LEA schools the choice become Academies over the summer. Some good work by the NUT in the House of Lords ensured that this couldn't happen because "good consultation" needs to happen before any school can become an Academy. Consultation with parents and students and most of all with all staff, teachers and support staff. So far the numbers who are seriously looking to become independent academy schools, with no more links with the Local Authority in Surrey, are very small indeed. Possibly one definitely going ,and only a handful of others looking at the idea. Some have investigated the proposition and decided not to take it any further.

The main reason UNISON advice against becoming an academy is that the staff are left in a very vulnerable position regarding their Terms and Conditions. Even though they are TUPE'd over it only takes a serious reorganisation of the staff and those T&C's can be altered to suit the 'business needs' of the school. T&C's always go down in those situations, never up!

Schools

Academy schools are not necessarily better schools and often are not. They have to entirely financially fend for themselves once the government grant is given to them that year. They will receive nothing from SCC anymore, apart from what they buy in. Those services, such as Human Resources, Cleaning, Canteen Staff, will cost more to buy in, as there is a discount given when bought through the Local Authorities.

The Spending Cuts announced in October will impact on SCC schools and those that are also Children's Centres. It will mean gradually staff will not be replaced and jobs will go.

Nina and Ginny are kept extremely busy with formal hearings, and often informal stage meetings, with members and their managers to try to help negotiate an outcome that hopefully does not then require the formal stage. A number of other stewards have represented their members in this way in their own schools too, dealing with redundancy situations, payment negotiations and grievance/disciplinary hearings.

This coming academic year will show how important it is to belong to UNISON. We must all remember that we need the strength of the union behind us in these difficult times.

Change & Efficiency/Chief Executives' Office Chris Leary

Change & Efficiency is about to undergo a radical transformation through the "Fit For The Future - Fit For Partnering" process takes shape throughout the directorate. Since the change from Corporate Services to the new C&E directorate, directorate leaders have been pushing the directorate and its services into an outward facing direction. Plainly put, they are shaping the directorate to work with other councils and public sector bodies within Surrey and the South East of England, as a part of the "Surrey First" and "South East Seven" partnerships.

While they are keen to avoid using the phrase "shared services" in the true meaning of the phrase, this is what they are planning. Already, we are seeing staff in Human Resources being seconded to borough councils, and the Council are looking seriously at partnerships in IT management. The noises senior management are making around keeping it "in the public sector" and avoiding the use of private sector companies are welcome (no doubt learning from the experiences of other councils who made the mistake of part-outsourcing to companies such as IBM, Vodafone and Capita - losing millions of pounds and seeing vast drops in productivity and quality in the process), we will wait and see.

Throughout this process, UNISON has been central

to making sure that the voice of staff are heard at the highest levels. The joint C&E/CEX consultative committee meetings have meant the UNISON reps have fed back on proposals, and worked to make change work for staff. UNISON's position is clear. We are not against collaboration in the public sector. Indeed, we welcome it. However, we know that our members are working very hard under difficult circumstances. More and more efficiencies are being squeezed out of us, with more work to do, but with less resources. We will continue to put forward your case as staff, but with more members coming forward as activists, the more impact we will have. Now is the time to play your part.

If the changes in C&E were bad, then things in the Chief Executives' Office directorate are much more serious. While every area of the Council's work is undergoing Public Value Reviews (PVRs), CEX have undergone one big PVR, and the results are out. Our reps in CEX are working hard to respond to the review as there are huge savings that they want to make.

C&E and CEX have never been stable areas of the Council, and this is not going to change. If you want to be where the action is, and make a change for the better for all your colleagues, then now is the time to stand up and get involved in your union.



why are surrey county council making cuts?

a million
voices
for
public
services

use your voice

- Sign up to updates from Million Voices. Visit www.unison.org.uk/million.
- Write to your Councillors, Members of Parliament, and Members of the European Parliament to explain the case against cuts. You can contact them through www.writetothem.com
- Sign up to Save Our Services in Surrey and local anti-cuts groups in your area. Visit www.saveourservic.es
- Join the demonstration against cuts in March. See the poster opposite.
- Come on board with UNISON as a steward, contact or activist. Contact the office to find out more.

The Government Spending Review, announced last week (15 December), puts Surrey County Council in the top three nationally who are described as 'winners' on the BBC website. Only Dorset and the Scilly Isles received a better settlement.

Surrey will lose 0.3% of its 'spending power' next year and 1.5% the following year. In monetary terms this is less than £15million in total – the council has already saved more than this through cuts and efficiencies.

Many other councils, predominantly in the north of the UK, are being hammered by 8.9% cuts each year – 100s of millions of pounds.

We call on Dr Andrew Povey, Leader, and David McNulty, Chief Executive, to:

- Call an immediate halt to the cuts programme
- Meet with partners and stakeholders, including the trade unions to look at the council budget in the light of the spending review
- Lift the Pay Freeze
- Agree to restart negotiations over Surrey Pay for 2011/12

UNISON are opposed to ALL cuts in jobs, services, pay, terms and conditions as a result of the government's ideological offensive. We have already pledged to defend public services – whatever the outcome of the spending review. The fact that SCC is clearly not suffering the same fate as councils like Liverpool and Burnley, makes us even more determined that cuts are not necessary.

Million Voices for Public Services is UNISON's campaign to defend jobs and services. Together, UNISON's 1.4 million members across the UK have a powerful voice to speak up for local public services, and for an alternative economic strategy for dealing with the deficit that puts people first. Find out more by visiting www.unison.org.uk/million

MARCH FOR THE ALTERNATIVE: JOBS • GROWTH • JUSTICE

**SAY NO TO
UNFAIR AND UNNECESSARY
SPENDING CUTS**

BACK THE ALTERNATIVE

- a Robin Hood tax on the banks
- closing tax loopholes
- policies for jobs and green growth

**SATURDAY 26
MARCH 2011**

Assemble at 11am on Victoria Embankment,
between Temple Place and Blackfriars, to
march to a rally in Hyde Park

LOCAL DETAILS:

Surrey County UNISON will be organising coaches to the demonstration. Call 020 8541 9091 or visit www.surreycountyunison.org.uk for more information

more details at
www.tuc.org.uk/march
join the campaign at
www.falseeconomy.org.uk



Financial Report for 2010

Income

Branch Reserves were very low at the beginning of the year. However, we now have a healthy bank account and could agree to accure reserves in the region of £30,000. All Branch Development Bid income has now received, so this source of income will not be available in 2011.

There has been a steady growth in members throughout the year, which should yield a futher increase in subscription income in 2011, in the region of £6-800 per month, if the funding formula remains the same.

Expenditure

Expenditure exceeded income in excess of £30,000 in the first half of the year. A significant contributor to this situation was the cost of a number of consultative ballots undertaken and printing costs. However, the situation was brought under control

by terminating our contract for the RISO printer and the resignation of the part-time branch administrator.

The branch has invested £12,000 in a new colour copier/printer. Accomodation for Womens, Black Members, Local Government and National Delegate conferences for 2011 has been paid for from the 2010 budget.

HMRC National Insurance and Income Tax have been accounted for in these figures. Payment is not due until January 2011.

Annie Townsend
Branch Treasurer

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Income & Expenditure Account 2010

INCOME

Funding from Head Office	175,384.00
Ian's Memorial Fund	814.00
TOTAL	<u>176,198.00</u>

EXPENDITURE

Staff salaries etc.	62,653.85
Postage	14,239.51
Office phones	781.18
Mobile phones	1,116.74
Gen.stationery	2,484.85
Newsletter	7,668.30
Photocopying	166.89
Gen.printing	2,614.98
Equipment	20,542.47
Office rental	245.00
Con.accommodation	10,532.45
Con.subsistence	2,310.00
Con.Travel	1,658.63
Room Hire	624.40
Recruitment expenses	308.10
Recruitment Materials.	1,204.86
Campaign materials	603.51
Training costs	3,326.60
Training expenses	488.40
Casework exps.	815.80
SOG's exps	162.50
Donations	807.13
Affiliations	80.00
Petty cash	1,400.00
Admin	443.73
Mileage	8,199.25
	<u>145,479.13</u>
EXCESS OF INCOME OVER EXPENDITURE	TOTAL
	30,718.87

Outstanding Liabilities

Uncashed cheques -

Current Assets

Industrial Action Fund	109,882.00
Reserves at 31.12.2009	2,019.00

Annual General Meeting 2011

**12-2pm Wednesday 19th
January 2011, The
Runnymede Centre,
Chertsey**

**All UNISON members are
entitled and encouraged to
attend.**

The Runnymede Centre is on Chertsey Road, Addlestone, Surrey.

Car: The Runnymede Centre is situated between Chertsey and Addlestone, very close to Junction 11 on the M25. There is a limited amount of on-site parking so car-sharing is encouraged. The post code for Sat Navs is KT15 2EP.

Train: The Centre is a 15 to 20 minute walk from both Chertsey Station and Addlestone Station. Both stations provide links to London Waterloo, via Weybridge (requires 1 change) or via Staines. From Chertsey Station, walk out of the station and down Guildford Street. Turn right onto Eastworth Road and walk down to the T-junction at the end; turn right onto Chertsey Road and the Runnymede Centre will be right in front of you, on the left hand side of the road.

Bus: Buses on Routes 437 (peak times) and 451 (Woking - Kingston) stop right outside the centre.

Agenda

- Apologies for absence
- Guest Speaker - Teresa Donegan
- Minutes of 2010 AGM (available on the day or from the UNISON office)
- Matters Arising
- Acceptance of Elected Officers and Local Stewards for 2011
- Nominations for vacant posts
- Annual Report
- Treasurer's Report
- Affiliations
- Surrey Pay

Election of Officers

Nomination forms were received for all the officers listed below. No posts were contested and therefore all are elected unopposed, pending ratification by the AGM. Nominations will be sought for vacant posts at the AGM.

- Chairperson: Kevin Chesson
- Secretary: Paul Couchman
- Deputy Secretaries: Ginny Eaton and Jane Armitage
- Communications: Chris Leary
- Disability Officer: Fiona Heneghan
- Education: Annie Townsend
- Life Long Learning: Annie Townsend
- Equalities: Fiona Heneghan
- LGBT Officer: Fiona Heneghan
- Women's Officers: Geraldine Robertson and Ginny Eaton
- Health and Safety: Geraldine Robertson
- Welfare: Kay Peters
- Recruitment and Membership: Geraldine Robertson
- International: VACANT
- Treasurer: VACANT
- Young Members Officer (must be under 27): VACANT
- Black Members Officer: VACANT
- Labour Link Officer (must be a member of the Labour Party): VACANT
- Auditors (x2): VACANT

Guest Speaker



Teresa Donegan is the Regional Manager of UNISON South East's headquarters in Guildford. A long standing trade union activist and official, Teresa has long championed equality issues within UNISON, seeing them as central to the union's campaigning and organising role. She has a long standing relationship with the Surrey County branch and is one of the branch's longest and dearest friends.

SCC Convenors

SCC Convenors will be elected at stewards meetings to be held soon after the AGM. Surrey County Council has agreed facility time for convenors to work specifically in each directorate.

Current SCC Directorate Convenors are:

- Customers and Communities & Environment and Infrastructure: Kay Peters
- Change and Efficiency & Chief Executive: Chris Leary
- Children Schools and Families: Jane Armitage and Fiona Heneghan
- Adults Social Care: Andy Pattinson and Sara Brown
- Schools: Ginny Eaton and Nina Boyd

Election of Stewards

Every year, elections take place for all local UNISON positions, including local stewards. If you are a workplace steward you will need to arrange to be re-elected in January - ideally prior to the AGM. If you are a new steward (elected within the last three months) then this does not apply and you remain in post for 2011. Please use the form provided here to send in details of your election/re-election.

Have we got your details up to date?

Have we got your correct details? Keeping us up to date with your personal and work details means we can help you quickly and without fuss. Please complete the form below and return to us at Surrey County UNISON, Room G17, County Hall, Penrhyn Road, Kingston, KT1 2DN or email unison@surreycc.gov.uk

Name:	<input type="text"/>
Membership No.	<input type="text"/>
Home Address:	<input type="text"/>
	<input type="text"/>
	<input type="text"/>
	<input type="text"/>
	<input type="text"/>
Tel:	<input type="text"/>
Email:	<input type="text"/>



Surrey County UNISON

Contact/Steward/Health & Safety Rep Election/Re-election Form

I,

hereby certify that I was elected or re-elected to serve as

Steward

Health & Safety Representative

Workplace Contact

For the following workplace:

and team:

Address:

Postcode:

at a meeting (advertised to all members) held on:

or by electronic consultation involving all members (please tick):

signature:

date:

Home Address:

Postcode:

Tel: Email:

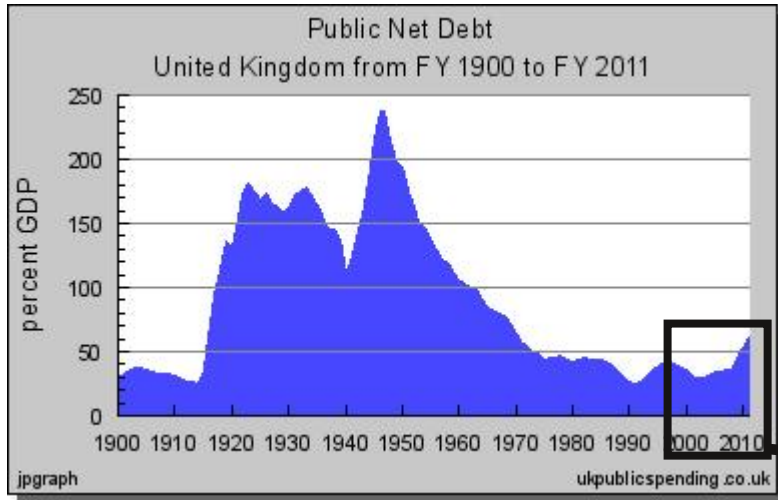
Name & Address of Local Manager:

Postcode:

myths about the economy

number six:

government
debt is the
biggest
it's ever been



oh, really?

(that's us, right now)

At the end of the Second World War, and for most of the last century, Britain's debt was much higher than it is today. But in 1945 the Government didn't see it as a crisis. Instead, they built the NHS, millions of council houses, universities, motorways, and much more.

In 2008, we spend £850 billion bailing out the banks, including £76 billion buying shares in Royal Bank of Scotland and Lloyds TSB alone. We didn't finish off paying our debt from the wake of the Second World War until 2003. Sovereign debt isn't a problem, so long as it is handled properly, like any sort of debt. Like your mortgage, for example.

We could take the Irish route - slash services, slash jobs, and slash billions from the economy at a time when companies and people weren't spending. But that would also mean hurtling headlong into a second recession. Which is what has happened in Ireland.

Save Our Services in Surrey believes there is a better way for our society and our public services. Join with us to fight for an alternative system of public services - based on community need, not corporate greed.



Save Our Services in Surrey
fighting countywide for public services • www.saveourservic.es

SCCTU



NASUWT
The Teachers' Union



NUT

UNISON
the public service union

a million voices
for public
services

GMB
GUILD OF
MUSICIANS



unite
UNION

UCU
University and College Union

ATL

PCS