



National Health Service in Scotland
Management Executive

St. Andrew's House
Edinburgh EH1 3DG

Dear Colleague

**UNISON: DEDUCTION OF CONTRIBUTIONS AT
SOURCE (CHECK OFF)**

Summary

1. The purpose of this letter is to advise you that the Instrument of Amalgamation between the Confederation of Health Service Employees (COHSE), the National and Local Government Officers (NALGO) and the National Union of Public Employees (NUPE) will take effect on 1 July 1993. The organisation which will result from this amalgamation will be known as Unison - The Public Service Union. The information outlined in Annex A will be of interest and the Subscription Rates for the new Union are included in Annex B to this letter.

Action

2. NHS Employers will wish to be aware that local officials of the new Union will be contacting them about the new arrangements in the near future. Appendix B of the General Whitley Council Handbook will need to be amended in due course: this will substitute UNISON for the 3 existing unions, COHSE, NALGO and NUPE. Further guidance on check-off may need to be issued when the Trade Union Reform and Employment Rights Bill becomes law.

3. This letter should be copied to Unit General Managers for action as required.

Yours sincerely

MR A J MATHESON
Director of Manpower

9 June 1993

Addressees

For action:
General Managers,
Health Boards

General Manager,
Common Services Agency

General Manager,
State Hospital

For information:
Chief Executives,
NHS Trusts

General Manager,
Health Education Board
for Scotland

To be copied to Unit
General Managers and
Personnel Officers for
information

Enquiries to:

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Our ref: WCG/12/4

ANNEX A

How the new Union will be organised

1. Members of COHSE, NALGO and NUPE will all become members of the new Union and will become subject to the Rules of the new Union. The principal features of the structure of the new Union will be:-

1.1 all members will belong to a Branch which will be allocated to one of the new Union's 13 Regions and to one of the new Union's Service Groups.

1.2 the 13 Regions will be:

Eastern
East Midlands
Greater London
Northern
Northern Ireland
North West
Scotland
Southern
South East
South West
Wales
West Midlands
Yorkshire and Humberside

1.3 there will be a Service Group for "Health Care".

1.4 each Service Group will have a Service Group Executive, the majority of whom will be elected biennially by individual secret ballot of the members of the Group, and where applicable its own arrangements for Regional and Sectional organisations.

The supreme government of the Union will be vested in the National Delegate Conference which will meet annually for 4 days.

2. There are interim provisions for the National Executive Council of the new Union which will be replaced by longer-term provisions before 31 December 1995. The longer-term provisions provide for elections to be made by individual secret membership ballot.

The aims and objectives of UNISON

3. The Rules of the new Union include the following aims and objectives:

3.1 to establish good relations between members and their employers, to secure the settlement of disputes arising from members' employment, and to participate in joint negotiating machinery.

3.2 to work with all other interested parties, individuals and organisations to maintain and improve the quality of services to the public.

The new Union will be looking for a constructive relationship with employers.

The payment of subscriptions

4. The Rules provide for payment of subscriptions to be made in cash or by cheque (to member's Branch Secretary or to a Union Office as directed); by standing order; by direct debit; by check-off arrangements made through the member's employer; or by any other method acceptable to the National Executive Council. Members and their Branches will ensure so far as possible that the employer(s) in respect of the member and her/his Branch remits the member's subscription to the Head Office.

5. The Rules include provisions relating to the Political Fund of the new Union including arrangements for exemptions from contributing to the Fund.

6. Subscription Rates for the new Union are attached in Annex B to this letter.

Subscription Rates

The Rules of the new Union provide for 7 subscription rates dependent on income. Subscriptions will be fixed for a year at a time, beginning 1 July each year, or as determined by the National Delegate conference. The income band appropriate for a member will be determined between 6 April and 30 June for the following year. The level of income upon which subscriptions will be based for the year will be that of the member as at 1 July.

The subscription rates are as follows:

	Income from employment	Weekly subscriptions	Monthly subscriptions
	£	£	£
A	1 - 5,000	0.87	3.77
B	5,001 - 7,000	1.12	4.85
C	7,001 - 10,000	1.37	5.94
D	10,001 - 15,000	1.62	7.02
E	15,001 - 20,000	1.99	8.62
F	20,001 - 25,000	2.82	12.22
G	25,001 +	3.50	15.17

There are transitional arrangements for certain former NALGO members.