# GMB LONDON REGION



### **WHO CARES FOR OUR CARERS?**

GMB believe that our care workers deserve to be properly paid for the valuable service they provide. We will continue to campaign and put pressure on employers, Local Authorities and the Government to recognise and value the work that care workers do.

The business model that many providers adopt rely on a low-wage workforce. Is it acceptable for people who care for some of the most vulnerable in society to be paid so poorly? The work that care workers do is important and should be acknowledged.

# JOIN ONLINE www.gmb.org.uk/join

www.gmblondon.org.uk GMBLondonRegion GMBLondonRegion

#### UNIONLINE

0300 333 0303 www.unionline.co.uk

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### **TORY GOVERNMENT**

The Tory Government is worsening the problem with its relentless attack on the public sector. Their imposed austerity and ideological squeeze on public spending shows no signs of abating and is having a devastating impact on one of our society's most important social responsibilities.

Local Authorities are being allowed to increase council tax by 2% a year to pay for social care. This is not enough to plug the shortfall in care budgets, because of the wider squeeze on funding.

GMB have been warning about these problems for years. Some services are grinding to a halt and contracts are changing hands as providers leave.

According to the Guardian newspaper, experts have said some local authorities may be forced to declare technical bankruptcy in the next two years, as councils struggle to survive the financial pressures caused by budget cuts and growing demand for social care. A survey of councils in England and Wales found that more than one in 10 believed they were in danger of failing to meet legal requirements to deliver core services. More than 40% of all councils anticipated making cuts in frontline services, rising to 71% among social care authorities.

#### **HOME CLOSURES**

GMB are concerned about the pace of care home closures. A growing number of homecare providers are turning their back on Council contracts.

Over the past six years, the number of homes is estimated to have fallen nationally by 1,500. Data compiled by the Association of Directors of Adult Social Services suggest that two-thirds of Local Authorities have seen contracts handed back or providers leaving the market.

It's time for the Government to take urgent action and provide councils with proper funding before it's too late.

Most recently Peartree Care Home in Chingford operated by Four Seasons closed and just before Christmas the Old Rectory in Colchester, Essex, which was operated by Larchwood Care also closed for economic reasons.

#### **IMPACT OF THE LIVING WAGE**

Employers have a legal duty to honor the Living Wage but increasingly differentials are being eroded. We know there is no incentive for care sector staff to take on additional responsibility if differentials become non-existent.

### TAKE PART IN OUR SURVEY: STRESS IN THE CARE SECTOR

GMB are conducting a survey to find out how stressed care workers are in their workplace.

GMB will use the overall results to call on government, local authorities and care providers to invest properly in the care sector to ensure that care workers are not overworked and are able to provide the best possible care.

You can fill out this short survey online via the following link: https://www.surveymonkey.co.uk/r/gmbcarehomes

If you would like a hard copy please contact GMB Regional Officer Koulla Flaherty at the GMB Chelmsford office on 01245 345165

#### **HEALTH AND SAFETY**

Care homes differ from other workplaces because they're not only a place of work but also a home. They need to be a place to live, and meet with a legal duty to provide a safe and healthy place to work.

Safe systems of work have to be devised and implemented. Staff must be trained and equipment maintained. Your employer must:

- Assess risks to staff and visitors
- Make appropriate health and safety arrangements which must be written down if 5 or more people are employed
- · Appoint competent persons to help them comply with health and safety law
- Establish procedures to deal with imminent danger
- · Cooperate with other employers and self-employed people who share the work place
- Provide information instruction and training
- · Report situations which they believe to be unsafe

The Management of Health and Safety at Work Regulations 1999 require that employers carry out risk assessments, which involves carrying out a careful examination of what could cause harm to people, and considering whether they have done enough to prevent harm, or whether more action needs to be taken. The aim is to make sure that no one is injured or made ill from work activities.

### HOW CAN I GET INVOLVED WITH GMB?

#### JOIN GMB AND BECOMING A MEMBER

The more members there are, the more say you have as a worker. You can join online at www.gmb.org.uk/join or contact our Chelmsford Office on 01245 345165.



#### DON'T RISK LOSING YOUR GMB MEMBERSHIP – SWITCH TO DIRECT DEBIT

#### DO YOU WANT TO BE A GMB REPRESENTATIVE IN YOUR WORKPLACE?

Every workplace should have a trained GMB rep. If you don't have a rep in your workplace and you would like to find out information about paid time off for training to become a rep, please contact Michael Ainsley at michael.ainsley@gmb.org.uk



# GMB-EXPERTS IN THE WORLD OF WORK

It can be as simple as a new manager, or a new way of working that causes you a problem at work. Guard against that day by joining GMB now. GMB membership covers you wherever you work. Only GMB members get GMB help. IF YOU WORK YOU NEED GMB@WORK

## Join now at www.gmb.org.uk/join or fill in the form below

then simply write FREEPOST GMB LONDON REGION on an envelope and post it to us—you don't need a stamp or any other address details. If you have any questions contact GMB London: email london.membership@gmb.org.uk or visit our website www.gmblondon.org.uk

FOR GMB USE ONLY Section Branch number Membership number		Date of joining
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## GMB membership application form PLEASE USE BLOCK CAPITALS

	TELL US <b>About you</b>		
Surname	First name	Title Mrs / Miss / Ms / Mr Date of birth	
Home		Home phone Mobile number	
address	Postcode	Email	
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members Tick here if you do not wish to contribute to the			
Bangladeshi _/ Black African _/ Black Caribbean _/ Black British _/ Chinese _/ Indian _/ Irish _/ Pakistani _/ White _/ Other: GMB collective affiliation to the Labour Party National Insurance I I I I agree to abide by GMB rules GMB collective affiliation to the Labour Party			
number	Signed		
2 TELL US ABOUT YOUR JOB			
Employer Your job			
Address where		How many hours a Pay number Pay number	
you work	Postcode	l give my employer permission to notify GMB Pay of any future change of address date	
I authorise my employer to pass my bank details on to GMB to activate my union membership – Signed			
3 PLEASE SELECT WHEN YOU WOULD LIKE THE DIRECT DEBIT TO BE DEDUCTED FROM YOUR ACCOUNT			
lf you paid n	u are 1st day of the month* 8th day of the month*	16th day of the month* 23rd day of the month* Last day of the month*	
	f you are 1st Friday 2nd Friday 3rd Friday	4th Friday *or next working day	
4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT			
Please fill in the form below and send to: GMB, John Cope House, 152 Brent St, Hendon, London NW4 2DP Service User Number 9 7 4 3 3 0			
Name and full postal address of your Bank or Building Society branch 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			
Address		Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.	
Address		Signature(s) Date	
	Postcode		
		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.	
Bank/Building Society account number Bank/Building Society Sort Code			
Reference number (GMB use only)			
Banks or B	Building Societies may not accept Direct Debit instructions for some types of account		