

# GMB@WORK

FOR MEMBERS IN SOUTHERN CROSS

GMB

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## Southern Cross to Axe 3000 jobs Plus shock changes intended for all remaining staff contracts

The 3000 jobs include all front-line staff. The breakdown is as follows: 304 nurses out of 5,586 nursing and medical staff (5.4%) - 1275 carers out of 25,126 care staff (5%) - 440 domestic and laundry and 238 maintenance out of 5552 housekeeping, domestic and maintenance (12.2%) - 690 catering out of 3509 catering staff (19.7%).

Whilst this is shocking enough, what has not been mentioned is that Southern Cross are intent on dramatically changing the terms and conditions of staff 'fortunate' to remain in a job. These plans are equally as shocking! The proposal is to FORCE all remaining staff onto a new SX contract. To be clear, this doesn't mean that anyone who is already on a Southern Cross contract is 'safe'. Their plans are to move EVERYONE onto a new contract. You will also not be surprised to know that these include drastically reduced terms and conditions.

Examples of intended changes:

The limited sick pay scheme currently in place will be scrapped and only statutory sick pay will be available. All contracts will have a 20% 'flexing of hours' term, meaning the home manager can reduce or increase staff hours by 20% at a moment's notice. All contracts will not be home specific and staff can be asked to work at any home at any time. All full time hours will be 42 hours but will only be paid 38½ hours. All staff contracts will be opted out of the Working Time Directive. Southern Cross want to force through such changes and they say that if this is not voluntarily accepted by staff, they will be dismissed and asked to leave the company without redundancy pay. This is unacceptable - GMB will fight to protect our members. We're currently in talks with the company and our legal advisors and will keep our members updated.

PRESS RELEASE - PRESS RELEASE

GMB CALL ON GOVERNMENT TO  
STEP IN, IN RESPONSE TO 3,000  
JOB LOSSES AT SOUTHERN CROSS

GMB General Secretary, Paul Kenny, responded to the announcement of 3,000 job losses at Southern Cross. "This is the start of a disaster for the residents as well as a kick in the teeth for the staff. This is the trigger for the government to step in with immediate financial support to ensure that Southern Cross continues to operate and continues to provide a home for 31,000 elderly and vulnerable residents looked after by 42,500 staff. The residents, their families and the staff demand immediate action from government today."

8th June 2011

DEFEND YOUR JOBS NOW

JOIN GMB!

FOR EXPERT REPRESENTATION, LEGAL  
ADVICE AND COLLECTIVE STRENGTH

### 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 GMB, Freepost NEA524, Grove Hall, 60 College Grove Road, Wakefield, WF1 3SY

Join online today at  
[www.gmb.org.uk](http://www.gmb.org.uk)

GRADE 1 £2.60 A WEEK

GRADE 2 £1.45 A WEEK

# JOIN US NOW

- 1** Start by filling in details about yourself.  
PLEASE USE BLOCK CAPITALS.
- 2** Then fill in details about your job
- 3** Then choose how to pay: EITHER by deductions from your pay
- 4** OR by Direct Debit from your bank or building society
- 5** Hand the form to your GMB representative, or post it – you don't need a stamp – to GMB, FREEPOST, GMB Yorkshire & North Derbyshire Region, Grove Hall, 60 College Grove Road, Wakefield WF1 3RN

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

## GMB YORKSHIRE & NORTH DERBYSHIRE REGION membership application form

### 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  / 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 the GMB from time to time.

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

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

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

Signed  Date

### 4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY DIRECT DEBITS



Please fill in the form and send to **GMB Yorkshire & North Derbyshire Region**, Grove Hall, 60 College Grove Road, Wakefield WF1 3RN

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

9 7 4 3 3 0

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 instructions for some types of account