

## LATEST NEWS: SOUTHERN CROSS TO BREAK-UP

**Southern Cross is going to be broken up. The landlords of the homes want them all to be taken over by other operators. After this happens it's not yet clear if any homes will close or merge, or how many. The transfer to new operators will start as early as August and is meant to be completed by the end of October.**

No one knows yet which companies will take over which homes. This means even more uncertainty for you and your residents. GMB says, there must be urgent answers from the landlords.

**These are very worrying times. GMB's advice to all Southern Cross members is:**

- Know your rights by reading the information in this newsletter.
- Don't agree to any changes to your pay, contract or working conditions.
- Switch your GMB membership over to Direct Debit to make sure it doesn't lapse when your home is taken over.

### KNOW YOUR RIGHTS

Because the care homes are being taken over, all staff will be working for a new employer. When this happens, a law called TUPE (Transfer of Undertakings (Protection of Employment) Regulations) will apply.

**TUPE means that:**

- Your contract of employment, for example your pay, hours and holidays, transfers to the new employer.
- You have protection against dismissal because of the transfer.
- Your employer, Southern Cross, must inform and consult with GMB before the transfer takes place.

But TUPE is not watertight and often in takeover situations employers try and cut pay, hours or even jobs. You and your colleagues will need the protection of the GMB to fight any such attempts by the landlords or their new operators. We have already made very clear to Southern Cross and the landlords that we intend to defend the rights of our members.

### 3,000 proposed redundancies withdrawn. Don't Sign – Don't Agree to any changes

At a meeting with GMB on 13th July, Southern Cross agreed to withdraw the 3,000 proposed redundancies and all the contract changes. Southern Cross promised GMB: "We will not detrimentally change people's terms and conditions between now and transfer." This is good news for now but there may be more trouble ahead. What we don't know yet is what plans the landlords and new operators may have after the takeover. GMB will be there to advise and support our members before, during and after transfer.

Stay alert for any local attempt to change pay or conditions in your home. Remember that if you agree to worse terms before you transfer these carry over with you to the new employer. You have the right to refuse any changes to your contract. If you are still asked to sign anything, say that you need to take advice first and then call GMB urgently.

### SWITCH OVER TO DIRECT DEBIT NOW

Make sure the protection of the GMB goes with you to your new employer. Switch your method of paying your GMB subscription NOW so that your GMB protection stays with you whatever happens at your home.

Go to [www.gmb.org.uk/login](http://www.gmb.org.uk/login) to update your contact details and change your membership over to Direct Debit. Alternatively fill-in the form on the back of this newsletter and return it freepost, or call your GMB Regional Office.

### Act now to avoid losing GMB protection – at no extra cost.

GMB is already holding meetings in many Homes and will continue to do so throughout the process. It is important that all staff know their rights in these difficult times. To arrange a GMB visit to your home contact your GMB officer as listed overleaf. If you or your colleagues are not already in GMB, you should join today. Use the form on the back or go to [www.gmb.org.uk/join](http://www.gmb.org.uk/join).

GMB is the only union recognised by Southern Cross. With 15,000 GMB members and hundreds more joining each week, only GMB can fully represent staff in negotiations during these tough times. Make sure everyone working at your home is a GMB member and protected, now, during and after you transfer to a new employer.

# GMB – THE INDEPENDENT UNION FOR SOUTHERN CROSS STAFF

610,000 GMB members can't be wrong, 15,000 of your colleagues working for Southern Cross are already GMB members. Whether you work full-time or part-time – whatever job you do – join GMB to make your workplace stronger. You can use the form below to change your GMB membership to direct debit, or if you have a colleague who is not yet a GMB member ask them to fill in the form and return it to: GMB, FREEPOST (WC2268), London SW19 4YY (you do not need a stamp).

## CONTACT GMB

### GMB Birmingham & West Midlands Region

Amanda Gearing, GMB Organiser on  
01827 66001, 07957 265678

### GMB London Region

Shaun Graham, GMB Senior Organiser on  
01462 499650, 07885 706556

### GMB Midland & East Coast Region

Paul Bissett, GMB Organiser on  
0115 960 7171, 7966 327985

### GMB Northern Region

Suzanne Reid, GMB Organiser on  
0191 233 3930, 07870 176728

### GMB North West & Irish Region

Karen Atkinson, GMB Organiser on  
0161 627 3062, 07740 804051

### GMB Scotland

Barry Fletcher, GMB Organiser on  
0141 332 8641, 07921 885775

### GMB Southern Region

JimMcDermott, GMB Organiser on  
0208 303 3407, 07894 096586

### GMB South Western Region

Kelly Andrews, GMB Organiser on  
02920 491260, 07980 753131

### GMB Yorkshire & North Derbyshire Region

Jon Smith, GMB Organiser on  
01924 882255, 07918 905615

**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  How many hours a week do you work?

Postcode  Pay No

Work Tel  Pay Date

### 3 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

Service User Number

To the Manager of  Bank/Building Society

Address

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.

Name(s) of account holder(s)

#### 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.

Bank/Building Society Account Number

Signature(s)

Date

Bank/Building Society Sort Code

Reference number (Office use only)

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