

THE Pulse



Nottinghamshire Healthcare Branch



YOUR TEAM FOR 2016/17

Members of the UNISON Notts Healthcare Trust Branch will have seen notices through the post and on the website (www.unison-nottshc.org.uk) for the Branch's Annual General Meeting.

This is the point each year where members hear from the Officers about the work of the Branch over the last year and select the team to lead us through the next year. There were three opportunities to participate with meetings held at Highbury Hospital, Millbrook Mental Health Unit and Rampton Hospital.

Thanks to all of you who were able to make it. For those who couldn't make it, here are the results:

- Secretary—David Brown
- Chair—Andrea Dickens
- Assistant Secretary—Jan Allen
- Vice Chair—Alan Walton
- Treasurer—Olufemi Ogundipe
- Education Coordinator—Jan Allen
- Lifelong Learning—Jan Allen
- Equality Coordinator—Obediah Ncube
- Women's Officer—Jan Allen

- Health and Safety Officer—Malcolm Bowman
- International Officer—Olufemi Ogundipe
- Labour Link Officer—Olufemi Ogundipe
- Welfare Officer—Ginette Smedley

David said “this team will guide the Branch through the next year. It is going to be a busy year as we tackle more Government cuts, more Cost Improvements from the Trust and continue to provide the best individual services for members that we can.”



Elected Branch Secretary David Brown and Chair Andrea Dickens show their support during HeartUnions week

Story continued on Page 3...
Find your nearest Workplace Rep—or maybe become one yourself!

LGBT Conference Report– Luke Joynes

UNISON members are able to participate in important Union democracy outside of their workplace. One such opportunity was the recent Unison Conference for Lesbian, Gay, Bisexual and Transgender members held in Brighton.

LGBT National Committee Annual Report 2015

The annual report was split into sections in the following topics:

Recruitment & organising, International and Campaigning

These reports were all carried by vote.

Conference discussion groups

Delegates were given the opportunity to attend one of the following Saturday groups:

Don't mope – mobilise!

Focused on local organising, recruitment, improving density, inspiring new activists and building SOGs.

Our vision of LGBT equality.

Joint discussion group organised by young members forum and national LGBT committee to present a charter of demands regarding equality in a way people can grasp, challenging the false view that everything has been won and there is nothing left to campaign for.

Campaigning skills – a practical workshop.

Hands on workshop to hone campaigning skills and give ideas to take back to branches, regional groups and local community. Tory Trade Union Bill was used as a case study and Unison's campaign against this.

Tackling biphobia.

Active discussion group to develop skills to tackle biphobia in the workplace and beyond. Highlighted that social attitude surveys suggest a growing acceptance that some people are lesbian or gay, however biphobia remains widespread – even amongst the LGBT community.

Working for inclusion.

Two part discussion – Scottish Transgender Alliance present the findings of their first UK-wide survey of issues facing non-binary people and the second part focused on identifying and overcoming sexism.

Why we do international work.

Guest speaker Anneliese Dodds (South East of England MEP – Labour Party & member of the European Parliament Intergroup on LGBTI equality) took part in a discussion group. People have asked why Unison does international work when there are so many issues facing our members at home, this discussion group looked at the answers.

Guest speakers

Anneliese Dodds (South East of England MEP – Labour Party & member of the European Parliament Intergroup on LGBTI equality).

Centred mainly on collective LGBTI equality work in the European Parliament & wider Labour movement.

Wendy Nichols (Unison President).

Overview of Unison's work, the importance of the LGBT Conference and awards for recruitment and organisation.

Dave Prentis (Unison General Secretary).

Centred mainly on the Conservative's attempts to bring in the Trade Union Bill, victories in the last year and the work ahead, also touched on the importance of LGBT Conference and the wider movement for equality.

Health Partnerships – update

Staff working in Health Partnerships will be well aware that recently the Trust re-tendered for a wide range of contracts and, happily, were very successful in retaining the vast majority of them. This is welcome news as it means stability for staff working hard to deliver good quality services and it also means that these contracts continue to be NHS-delivered.

However, staff may also be aware that there are cost reductions associated with these contracts. What this will mean for staff remains to be seen. One thing is for sure – UNISON will be working very hard to get the best possible deal for staff.

Branch Secretary David Brown is leading UNISON’s input “we’re glad to see these contracts remain with the Trust. However, we’re concerned about the impact that changes could have on staff. I am working hard to get the best deal – on both an individual and a collective level.

“What is clear is that the stronger voice that Unions have – through big and growing membership – the better deal that staff get. With so much change going on at the moment it is really important that colleagues join a Union. This is an area we’re looking to increase reps, too.”



OSCARS!

Leo finally got his gong and on March 15th it was staff at Notts Healthcare Trust’s turn. On that night it was the annual OSCAR awards where the employer recognises the tremendous work of staff.

“It’s really a night to celebrate the terrific work of our wonderful staff” said Andrea,

who as well as Branch Chair is also the Trust Staff-side Chair, “we know how hard they work but it’s nice to properly get the chance to say thank you. I was lucky enough to be a judge and to present the Unsung Hero – Clinical Award this year and was really impressed by all the nominees across all categories..”

Your Team for 2016/17—continued from Page 1

It wasn’t just the officers who were chosen at this meeting. The Branch also endorsed a range of workplace representatives, too. We now have Reps at:

- 1 Standard Court
- Arnold Lodge
- Highbury Hospital
- Kings Mill Hospital
- Millbrook Mental Health Unit
- New Brook House
- North Gate Newark
- Rampton Hospital
- Ransom Hall
- Retford Hospital
- Wathwood Hospital
- The Wells Road Centre

But we always need more. If you don’t see your workplace listed, why don’t you have a go? Full training and mentoring is provided. Please contact us via the contact details on the back page.

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NATIONAL NEWS—FIND OUT ABOUT NATIONAL UNION CAMPAIGNS

UNISON comments on BBC story on high number of vacant posts in the NHS

Commenting on the BBC story on the high number of vacant posts in the NHS, UNISON Head of Health Christina McAnea said: “Cutting vital nursing jobs in a bid to save money is a false economy. As a result, the NHS now has to spend huge amounts of money on agency staff to ensure patient safety is not compromised.

“We are currently witnessing the largest sustained fall in NHS spending since the 1950s so the overspending on agency staff is only going to aggravate an already challenging situation.

“The NHS is training fewer nurses and the government’s plan to scrap the nursing bursary will only make things worse.

“And as vacancies are no longer centrally collected, held or published, it’s difficult to build up a national picture of the workforce gaps across the country.”



Staff will need time to access new NHS support scheme, says UNISON

Responding to NHS England’s announcement of new financial incentives aimed at improving the health of staff, UNISON Head of Health Christina McAnea said: “This initiative has the potential to make a real difference to committed hospital employees, but it won’t help them at all if staff don’t have time to use these new services.”

“Health workers are constantly under pressure. Encouraging active lifestyles and providing access to healthy food at work will help them,

and result in better care for patients.

Pay news

The beginning of April sees an increase in the National Minimum Wage which will be of benefit to some of our lower paid staff.

The Government is dressing this up as the “Living Wage” which is a term that has been used by the Living Wage Foundation to describe the hourly rate a member of staff should earn to not be living in poverty. UNISON believes staff should be paid the proper Living Wage so that they can work and earn without living in poverty. George Osborne’s version falls well short of this, so we will continue to campaign for the proper amount.

You might notice an increase in your National Insurance contributions in your April pay packet. This is due to changes made by the Government that mean five million public sector workers will have to pay more NI, outstripping any pay increase in many cases.

Save the NHS Bursary

The government plans to force nurses into debt of at least £51,600 by making them pay the entire bill for their training, even though nurses spend 50% of their training time working for the NHS on clinical placements, and their starting salary is £22,799.

At UNISON we think this is wrong. If you agree then join our campaign at :

www.unison.org.uk/our-campaigns/save-the-nhs-bursary/



Trade Union Bill – update

The Trade Union Bill currently before Parliament is unfair, unnecessary and undemocratic. Rather than focusing on the real issues that the country faces the Government is trying to use its majority in Parliament to silence any and all opposition.

They know that Trade Unions play a critical role in making sure that millions of ordinary people work in decent workplaces with fair terms and conditions. Their attempts to silence this are ominous for our communities and we need to stand up against this.

In the last edition of *The Pulse* we ran through some of the key elements of the Bill. These include holding strike ballots to a higher standards than that which MPs themselves pass, limiting the ways that Union members can pay their subs and limiting the time that Union reps can spend representing members.

UNISON is mounting a national campaign against this joining with other Unions in doing so.

Others against some or all of the Bill include:

- The **Regulatory Policy Committee**, the independent body appointed by the government to scrutinise regulatory proposals
- Liberty**
- Amnesty International**
- The British Institute of Human Rights**
- The Equality Trust**

This Bill must be completed before the middle of May. At the time of writing it's in front of the House of Lords. We're trying to lobby them to amend or delete the worst elements.

By the next edition of *The Pulse* we will we know the outcome of our attempts to lobby against

this bill. In the meantime it's worth your time writing to national legislators to set out your views.



Heart Unions Week

As part of the Union movement's attempts to tackle the Trade Union Bill we spent a week making the positive case for Trade Unions and all the great work they do. We called this Heart Unions week and there was plenty going on. In the East Midlands there were events all over the region, helping us to get our message out to the public with events in workplaces, public places and beyond.

As a Branch we played our part in the week with stalls at Rampton Hospital and with some members joining in the Big Workplace meeting, chaired by Eddie Izzard.



Branch Chair Andrea Dickens and UNISON Organiser Alex Norris running a stall at Trust HQ

Setting out our stall

UNISON Notts Healthcare is an active Branch. We campaign—on the sorts of issues elsewhere in this edition of *The Pulse*. We're also very active in workplaces; meeting members and hearing their issues and also talking to new members and asking them to join.

If you'd like to help us run an event in your workplace—please get in touch.

Return completed application forms to:

Freepost RSKU-RRCA-HHSJ
UNISON
UNISON Centre
130 Euston Road
London



As a little incentive to update yours if you do so then you'll be entered in a draw for a big cash prize! Details can be found at:

<https://www.unison.org.uk/prizedraw/>



Contact the Branch

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Shedloads of Fun

Those of you who read last quarter's edition of *The Pulse* may remember we mentioned that your UNISON branch had sponsored a shed at the allotment being developed at Highbury Hospital.

Have you checked out our website?

The Pulse is the way that we get in touch with members and non-members to make sure you know what's going at work.

However, sometimes we need to get information out more quickly. This can be by email—so make sure we've got your address or it can be on our website: unison-nottshc.org.uk. It's well worth checking out.

This quarter we can share an update on the Trust's plans. The allotment will officially open on 16 June, the same day as the Highbury Summer Fayre. It will have nine raised beds to work on. There will be plenty of ways for service users to use the site; through open access sessions, planned activity sessions and bookable times. A sessional worker will support this.

We're proud that UNISON has been able to play a role in supporting this, as we think it will really benefit service users.

Win big – and make UNISON stronger

An effective Union relies on effective communication. And being able to communicate means that we need up-to-date contact details.



Who Changed Who? A personal story...

The following is the text of a speech that our Branch Chair, Andrea Dickens, ahead of International Women's Day as part of the Trust's IWD celebrations.

Who changed who..?

At the age of 8 I wanted to be a nurse and follow in my mum's footsteps...as a child I was always the one with the stethoscope around my neck...

My inspiration to follow my dreams came from my grandfather and my father...despite living in a working class mining community where most women stayed at home, looked after the children and the house he did eventually come around to my way of thinking and encouraged me to follow my dream. I was a strong character back then and I know I took after him...the Trade Unions were at the heart of our community and this topic was never far from our table. It became natural for me to be part of those conversations and discussion even at a young age and they valued my opinion.

He didn't always have a positive view about women in the work place because he felt that it emasculated the purpose of men as head of the family and being the main bread winner, however, he soon changed his mind when he saw my determination. And what Andrea wants Andrea gets, he would say.

...and this was the start of my journey.

I left school at 16 and went to work in a factory and it didn't last very long, it made me realise that this kind of work wasn't for me forever. I had a huge amount of respect for the ladies who work there and not undermining what they did because where would this country be without the Land Army and other organisations that kept this country afloat in difficult times...And it made me even more determined.

I started within an NHS organisation at the age of 19 and worked at Harlow Wood Orthopaedic Hospital... I got married and started my family but continued to work as I felt it was an important part of being a mother and a role model for my family.

To cut a long story short my UNISON role started in 2007 however I joined the union back in 1985 on the back of 2 pieces of advice that my father gave me on my first day at work 1) get yourself into the union and 2) find out how many leave days you get...

My career has continued to go from strength to strength and my current role within the trust is Staff Side Chair and I also hold the position of UNISON Branch Chair. I'm proud to say that I'm first woman to hold this Staff Side position and I feel honoured to have been elected into this role, I hope I've made a chip in the glass ceiling with a view to inspire and empower and support other women to continue to make changes to the institution and break down barriers both obvious and hidden that challenge the role of women in the work place and society.

I would like to touch on the views of women who choose a career and to have a family even to date there is still stigma attached to women who want both....why is this?

When will this be accepted as 'normal' why is it still such a struggle?

A great example of this is how we have strived in the NHS to promote and implement flexible working and we have to be honest with ourselves that this benefits mothers/parents who want to work and contribute to society as well as providing a family environment for their children, how long has it taken for us to be comfortable as this being beneficial for business the statistics of women working within the NHS is 81% of non medical staff are women and only 7% of female staff are doctors and dentists the disparity between the pay scale is huge.

In conclusion; to that the latter could afford private childcare and minimise the implication for flexible working for the minority of women working in the health service I want to emphasise that I feel this is an important topic to promote equality for women if we don't get this right how can we support women to go to work and be parents. Why in 2016 should we choose one or the other?

This is not just a personal journey for me this is about the bigger picture and if I encourage just one person to follow their dreams it will make it all worthwhile...

My grandpa was my inspiration although we had conflicting views about women in the workplace-when he saw my determination and sheer tenacity to get where I wanted to go he changed his opinion (slightly) but enough to support me to carry on...

...this is for my children and grandchildren.