



## Unite the Union (in the Health Sector) Community Nursery nurse National Organising Professional Committee Meeting Notes

Monday 1<sup>st</sup> July, Unite House (Ground Floor), 128 Theobalds Road, London

### **Welcome**

Sujarta Mahendran (London and eastern), Barbara Evans (east mids), Brooke Wilson (north east), Sally Robinson (south east), Stella Mann (south west)

### **Apologies**

None received

In attendance Rosalind Godson professional officer, Gavin Fergie (professional officer)

### **Organising and campaigning**

Everyone was reminded that it is the NHS 65<sup>th</sup> birthday on 5<sup>th</sup> July and that they should involve themselves in any local activity.

### **Professional (altogether)**

Gavin gave an update on the Annual professional Conference to be held in York Tuesday 22 and Wednesday 23 October. Ten members will be funded from each region (to be decided locally), as well as the CPHVA executive.

On Monday 21<sup>st</sup> instead of the 'cocktail party' there will be a members' Forum event; further details will be in the CPHVA Journal. **Please will OPC members ensure that they come briefed to take part.**

There followed a full discussion about logistics, environment, accommodation etc.

Gavin asked for comments on the CP Journal supplements, and suggestions for further topics. There were several suggestions from those present, but he explained that for certain topics such as depression and mental health, it was difficult to find a sponsor. **Action:all**

The CPHVA exec is developing a description of a professional rep for members on the Organising Professional Committees. There is still a lack of understanding about how OPCs work, and their relevance to the professional agenda. There are several vacancies, and locally they need support.

There will be a 'twitter chat' on the fourth Tuesday of each month from 12 noon to 1pm. Details will be on the website and in the CP Journal.

### **Industrial**

Barrie Brown updated everyone on NHS pensions and explained that contribution rates should be based on actual salary rather than whole time equivalent. From 2015 the NHS pension will be paid from the same date as the state pension (currently rising to 68 years, but could increase further). Members present asked for a UiHTT from Bryan Freake (Unite pensions officer) to explain this.

Concerns were expressed that in order to remain on the register, NMC registrants have to sign a statement of 'good health', and as people age, they might find their health compromised. Barrie asked more members to respond to the call for evidence about working conditions.

Following other unions capitulation regarding reduced terms and conditions, which means that they have been brought in, there are predictable concerns that NHS Employers are very keen to 'continue to review' these. Members must alert their reps or Regional officer if any such suggestions (about changing terms and conditions) are made locally.

There was a discussion about performance related pay which is being brought in (Unite opposed this). The new Annex W specifies that PRP must include KSF levels. Appraisals are not being done properly; many staff are being expected to appraise those who are one grade below them (eg band 4 appraising band 3), but they have no training and there is a lack of accountability, which matters because appraisals are related to people's pay.

There are concerns about the impact of 'section 75' provisions (this is the legislation which means that all services must be put out to tender to any qualified provider across the world). Some local authorities are employing a cheaper workforce to work on the Troubled Families initiative. There was some discussion that those present did not feel they have fully grasped the changes in the way health services are being commissioned and run in England, and they asked for a comprehensive update. **Action; Ros Godson**

The Social partnership Forum (England) held a workshop last week about learning following the Francis report.

### **Community nursery nurse professional**

All cnn publications are being updated and redesigned to give a 'corporate look', and we need to change the colour scheme, as Unison now uses purple. Decision was to have purple writing with jade green blocks of colour, and add Unite in health logos and social media contact details.

**Action: RG to liaise with design and print dept**

**Action; RG to update handbook re safeguarding**

**Action ; Sujarta will organise some new photos of members at work**

**Action: SM to send updates to RG**

Discussions held around speakers for conference

**Action; SM to take to conference planning.**