

Unite in Health newsletter

Summer 2015



Unite in Health is the newsletter for all Unite members who work in the NHS and associated services. It's available on-line for members, with hard copies available from your region. We will update you on major developments in health and Unite.



Photo from left to right: Andrew Eyre, workplace rep; David Bedwell, Senior Manager, Scotland; Jon Wood and Susan Langley, ULRs; and Mike Powell, workplace, health and safety and equalities rep, all from NHS Property Services.

Unite Union Learning Reps in HEfMA award finals!

Congratulations to the Union Learning Reps' (ULRs) team at **NHS Property Services** (North region) for being shortlisted for the **'People Development Award'**, one of seven presented at the 18th Health Estates and Facilities Management Association (HEfMA) annual conference in Blackpool this year.

The award recognises the excellent progress the team have made. They've developed a new IT training suite in Oldham for staff who want to improve their computer skills. Other initiatives from the team include a language guide sheet, to help reception staff use basic words and phrases to communicate with service users whose first language isn't English. The ULRs have also started an English for Speakers of Other Languages (ESOL) course for staff, helping them to speak and read the language more effectively.

NHS Property Services became the first national NHS organisation to sign a learning agreement in September 2013.

Unite Workplace, Health and Safety, and Equalities Rep, **Mike Powell**, a Maintenance Craftsman, formed the ULR team with his colleagues in Manchester and Oldham. Sometimes working together in the evenings and weekends, the team are determined to provide the best advice around learning. Over 200 staff members have returned the team's training needs assessment. Mike says: 'It has been a real team effort, with ULRs, Unite, and other union reps working together to create worthwhile opportunities for staff'.

ULR **Jon Wood** tells us: 'although our team didn't win on the night, it is great to be recognised for the work we have done. It also shows that organisations and unions can work together to give staff an opportunity to develop themselves. The night was very enjoyable, and we met some really great people from all over the UK who work in the FM sector.'

Andrew Eyre, workplace rep agreed, 'it was a great opportunity to attend the HEfMA annual award ceremony, and raise the profile of Unite. Despite being runner up, it was privilege to be shortlisted and recognised for the valuable work we have been doing with NHS Property Services.'

In this issue:

- Congratulations! Our Labour victories
- Unite Union Learning Reps shortlisted!
- Contingent Medical Mal-practice cover, the 'new PLI'
- E-bulletins: Snowy White Peaks equality conference, and Choice Pensions Exercise
- Raising your concerns
- Our NHS is 67!
- Are you an expert?
- Top tips for organising at your workplace

Regulars: Member get Member reward, reps' training, update your details.

Congratulations Rachael and Liz! Our Labour vote-winners

Rachael Maskell, former Unite Head of Health is the new Labour MP for York Central.

Liz McInnes, who was Unite's chair of our Health National Industrial Sector Committee, and on the Healthcare Science Organising

Professional Committee, has been re-elected as Labour MP for Heywood and Middleton. Both have been elected onto the Parliamentary Health Select Committee – Very well done, 'friends in high places'!



www.unitetheunion.org/health

Conference Season – are you going to any this year?

We'll be at the **Institute of Biomedical Science Congress** (IBMS, Birmingham, ICC, 28th – 30th September), **Community Practitioners' and Health Visitors' Association** (CPHVA, Manchester, 17th – 18th November), **TUC, Labour Party**, and your **regional Unite health sector conferences**, to name just a few – if you're there too, come and say hello – it's your opportunity to meet Unite reps and officers on our stall or at the event, pick up useful information, ask questions and network – don't be shy!

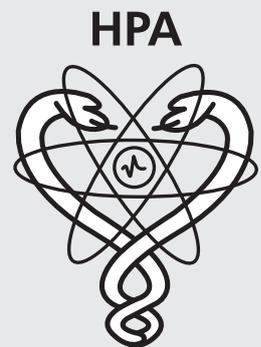
Unite Health Sector regional conferences – for all Unite in Health reps

When's yours? more details soon from your regional office and our website:

Thursday 3rd September	North West (Salford Quays)	North East, Yorks and Humber (Leeds)
Wednesday 9th September	Wales (Cardiff)	East Midlands (Derby)
Thursday 10th September	South West	
Tuesday 15th September	West Midlands	
Wednesday 16th September	Northern Ireland / Republic of Ireland	
Friday 18th September	Scotland (Glasgow)	
Monday 21st September	London and Eastern	
Thursday 24th September	South East	

Calling all physicists and engineers in health – We'll be at IPEM, Liverpool

Calling all physicists and engineers in health – We'll be at IPEM, Liverpool on Tuesday 8th September, when we'll be holding our national branch annual general meeting for all members of Unite's Hospital Physicists Association (HPA). We'll also be presenting a session in the afternoon. Come and join us!



Our latest Health Sector e-bulletins – are you missing out by not being signed up?

Find out the latest first by clicking the **NEWS** button on www.unitehealth.org/health, then click for 'e-bulletins', and **SIGN UP!**

Conference: Tackling Race Inequality in the NHS (posted 15 June 2015)

Beyond the Snowy White Peaks – July 14th, Faraday House, Old Gloucester Street, Holborn, London WC1N 3AE – Unite the Union wants to put tackling and challenging race inequality in the NHS at the centre of our agenda for our thousands of members working in the NHS. We're committed to making progress on this issue so the race inequality gap can be shown to be narrowing. Book your place on the website.

NHS Pension Scheme: Option To Give Up Protection briefing (posted 8 June 2015)

You can download the briefing paper provided by Unite's pension officer, Bryan Freake, in preparation for the option exercise for NHS pensions scheme members who have protection and are in the 2008 pension section. The choice exercise will begin on 15th June 2015 in England and Wales, (at a later date for staff in Scotland and Northern Ireland).

Health Sector National Officers, **Barrie Brown** and **Kevin McAdam** urge members to please note that the choice decision is for individuals to make on the basis of information provided by NHS Pensions. Unite may not offer financial advice.

CONTINGENT MEDICAL MALPRACTICE COVER (CMM)

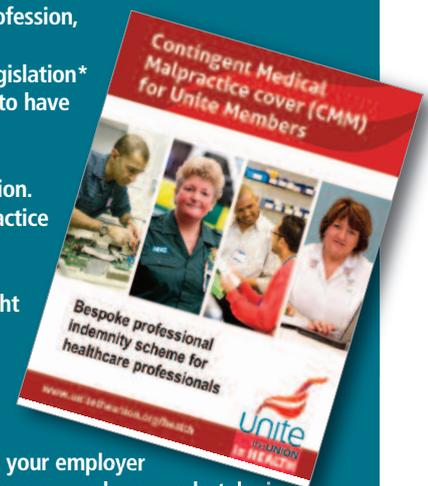
(formerly Professional Liability Insurance (PLI))

If you're in a registered profession, from July last year, the UK Government introduced legislation* which requires registrants to have a professional indemnity arrangement in place as a condition of their registration. Contingent Medical Malpractice cover helps protect you professionally (up to £5 million) if claims are brought against you by a patient/client while carrying out your professional duties.

This cover is dependent on your employer having 'vicarious liability' for any work you undertake in your job, and does not provide cover for self-employed work.

Find out more about the Contingent Medical Malpractice scheme offered by Unite for members, on www.unitehealth.org/health and find out if it's appropriate for you.

* The Health Care and Associated Professions (Indemnity Arrangements) Order 2014



Concerned?

Is something not quite right at work? What can you do?

We recently ran our 'Raising Concerns' training for all members and reps across our regions. It's everyone's responsibility to highlight their concerns, and for employing organisations to respond and investigate.

Here are some of the first steps for everyone - to make sure your service is safe for staff, users and patients:

Read your organisation's 'whistle-blowing' or 'speaking out' policy. Then take advice:



- Talk to your union rep
- Call the Whistleblowing Helpline on 08000 724 725
- Speak to your supervisor, line manager, HR, or another trusted colleague

Decide whether your concern is an individual grievance or one that affects others (collective grievance), or whether it's something in the public interest – is it unsafe to work? or is there poor patient care?

Always:

- Take immediate action
- Protect client confidentiality
- Refer to your organisation's policies – they should be on your intranet or available from HR/a manager/union rep
- Raise your concern internally first (don't go straight to the media or your regulatory body without taking advice)
- Keep an accurate record of your concerns, any responses, and actions taken – dates, times, who? what happened? Follow up if you don't get a response within a reasonable time.
- Read the 'Top Tips' section of the Raising Concerns guidelines on www.nhsemployers.org (just type 'raising concerns' in their search box)

Many of the shocking cases in the press could have been prevented if individuals and organisations had worked together to keep staff and services safe and effective when concerns were raised.



Are you an expert? Lots of our health members are!

The National Institute for Health and Care Evidence (NICE) frequently calls for experts from all health disciplines. As we have members who do so many different jobs, we're a source of expertise! If you'd like to be considered, please let Ros Godson know, she's one of our Unite in Health Professional Officer team, ros.godson@unitetheunion.org – and she'll include you on our 'expert reference database'.

Also, if you'd like to write a blog or comment piece for our Unite in Health website, please let Ros know – we want to hear from you!

Find out who your union rep is!
Ask member colleagues, HR, or contact your Unite regional or local office www.unitetheunion.org/regions



Happy Birthday! Our NHS is 67 this year, on 5th July

Will it reach 68 next year? Or will it have been completely fragmented or privatised by then? Keep an eye on our Save our NHS campaign on our health web pages or www.unitetheunion.org/campaigns



Take the Unite Equalities Hate Crime survey by scanning this QR code with your smartphone



Top tips for organising at work:

Remember our 'power of the sandwich' piece in the Spring edition?

Kent Community Health NHS Foundation Trust's Unite Senior Rep, Kathy Walters shares her top tips...



checklist for recruitment and engagement;

- Get the support of your Full Time Officer and all your local reps.
- Get a membership list from your branch secretary (or regional office) and have a go at cleansing the list – see which members you know, those you think might have left, and contact any you're not sure about.
- Identify areas you'd like to work with to improve organisation, eg clinics, community hospitals, teams. Where are the issues? who's making noise? Every team should have a contact person to pass on information
- Set a date! Decide on what type of event you can hold: breakfast, lunch or afternoon tea (or go crazy like we did - and do all three!)
- Book rooms big enough to accommodate 15-20 people (or more)
- Advertise your event – Use internal communications, local contacts, posters, flyers, emails. Get your branch secretary or regional office to help you with a branch newsletter or flyer
- Order your Unite goodies from Pellacraft, pens are always really popular but there is a whole range of Unite in Health branded items that you can attract people with and publicise our union
- Consider designing and ordering bespoke items that colleagues may find really useful. We heard that health visitors wanted diary covers that were sturdy, had plenty of pockets and didn't have milk companies' branding. We found a local company to produce some for us (NB check products are ethically produced)
- Get a team of bakers to bring cakes, scones and muffins on the day.
- Design a quiz with a prize draw. That way you can collect contact names and addresses of those who attend and enter.
- Make up new member packs. Goodie bags filled with Unite merchandise were made available for the first ten to sign up at our last event. We got 22 new members and had to make up a lot of extra goodie bags!
- Publicise your reps' contact details and meeting dates, let members know where they can contact you, and see you in the future.
- Book your branch meetings well ahead, and get guest speakers – publicise these to members and/or non-members (who might join!)
- Keep on communicating. A quarterly

newsletter keeps members in touch with your local branch, what's going on, how they can get involved, and helps them to engage with their union.

Held a great event at your workplace?

Let us know what you did and how – send us your good photos from the event too – and maybe see your success in print!

(email kate.oultram@unitetheunion.org)

Are you a new Unite rep, or never had any reps' training?

Why not get up to speed on our 3-day taught Unite Health Sector Reps' training course? Regions will run these if there is enough interest - speak to your Regional Officer or Local Unite admin team to register your interest now.

Unite in Health Thinking Time – #UiHTT

Online updates and training for all Unite health sector members – check regularly for new information and development modules

www.unitetheunion.org/UiHTT

If you've missed any, you can 'Think Again'

Are your membership details up to date?

We need all members to keep their membership records up to date. You can do this yourself. From the front page of the Unite website, Click on MEMBER LOGIN to check that your personal details, employer and workplace details, and your email and mobile numbers are correct.



@UniteInHealth

