

Unite in Health newsletter

Summer 2016



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

Good-bye to Barrie, and Hello to Sarah!

Time to bid a fond 'farewell' to Barrie Brown, and offer a warm welcome to our new Head of Health, Sarah Carpenter, who'll now work alongside Colenzo Jarrett-Thorpe.

We'll miss Barrie's knowledge and leadership. He tells us 'I've been an officer with Unite and its legacy unions since November 1997. I took the lead for MSF in negotiations resulting in the Agenda for Change (AfC) proposed agreement, published in 2003, then piloted in the 'early implementers'. Subsequently I led on negotiations which changed sections of the AfC terms and conditions handbook - unsocial hours, mileage allowances, on-call payments, redundancy, ill-health retirement and mutually agreed resignation schemes (MARS). I'm leaving at a time when there is a fundamental review of the agreement undertaken by the NHS unions and NHS Employers, due around April 2017.

I've represented Unite on the NHS staff council and its executive, England's social partnership forum, NHS pay review body, and NHS pensions board. Our health sector has campaigned on vital issues, for our members and those who use the NHS, including opposition to the privatisation of the NHS in England, (ie opposing the Health and Social Care Bill); protecting pensions; whistleblowing and support for the Francis report; and industrial action on pay. Before joining MSF in 1997 I had been an officer at the British Medical Association (BMA) and whilst in the civil service, I served as a Whitley council staff side secretary.

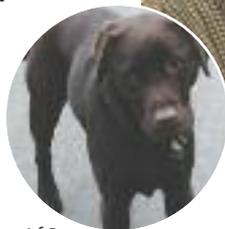
I live in north London with my family and Tilly. My aims when I retire include taking Tilly for a daily walk on Hampstead Heath and spending more time on Labour Party activities.'

Sarah's given us a potted history of her journey thus far: In 1994, Sarah was students' officer at the Chartered Society of Physiotherapy (CSP). In 1996, she joined Manufacturing, Scientific and Financial (MSF) union as the health sector research officer, and took the lead for community nursery nurses, organising them into the beginnings of our CNN Network.

From 1999, as a regional officer for MSF, then Amicus, now Unite, Sarah first worked out of Raynes Park office in London, then Maidstone in our



Barrie Brown and Tilly



Sarah Carpenter

South-East region, covering Kent. Sarah was regional health lead officer, national lead for Speech and Language Therapy (SLT) and healthcare science (at different times!), and she had national responsibility for RSPCA from 2006-2015. As a regional co-ordinating officer (RCO), from 2011, Sarah's covered all sectors in the South-East, and focused on organising – she's especially proud of her 100% campaigns, in Medway Hospital (organising lots of support staff, and seeing hundreds of new members come to Unite), and in Kent Community Health, where a great group of reps have built a strong staff-side). From 2012 Sarah was also the deputy regional secretary in the South East.

Sarah tells us, 'And very excited about now I am too! Twenty years since I walked through the doors of Southwark Street to work in the health team, I am back as a national officer – I'm very proud, and looking forward to working with a great group of activists and officers!'

We're looking forward to working with you too, Sarah!

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www.unitetheunion.org/health

Duty of candour – free training sessions for Unite members

Did you see our piece from the spring newsletter about this? It's the law that providers of healthcare in England must inform and apologise to patients, if there have been mistakes in their care, and they've been harmed. Your employer should make sure you know how this affects you, if you work in a hospital, community, emergency or mental health setting. The duty of candour aims to help patients get accurate, truthful information, and prevents 'cover-ups' by independent and NHS organisations when things go wrong.

This makes it more important than ever that everyone keeps accurate records, and understands their own responsibilities towards patients or clients, their families and the public. If you're practicing as a professional, your regulatory body may have guidance available on their website –

check if you don't know. If you're not regulated, you'll still have to comply with your organisation's policies on recording and reporting incidents.

Employers should encourage and support all their staff, to help patients understand what has happened to them. Whatever job you do, good record-keeping's still vital, and there's always been a duty to report to the appropriate person if anything goes wrong while you're working, whether directly with patients or not.

**Your chance to find out more:
We're now arranging Unite in Health regional training on the duty of candour. Ask your Unite rep or regional officer where sessions are running in your region. If you can get 10 or more colleagues together, we'll run a session for you – you choose the venue, date and time!**

Download our Unite in Health factsheets, like this one on 'Saying Sorry' from <http://www.unitetheunion.org/how-we-help/list-of-sectors/healthsector/healthsectorresources/professionalresources>

Check your employer's intranet to see if there's a duty of candour policy where you work.



Puzzled by pensions?



Did you know that you can get news and information from NHS Pensions direct to your email inbox? Sign up by emailing: nhsbsa.pensionsmembernewsletter@nhs.net. Previous editions of NHS pension updates are available online at: www.nhsbsa.nhs.uk/pensions

Don't forget, Unite members can access all sorts of personal financial advice, including pensions, from our affiliated partner, Lighthouse Financial Advice Limited, check out all our member benefit services on <http://www.unitetheunion.org/how-we-help/memberoffers/memberbenefits>

The Society of Sexual Health Advisers (SSHA) are pleased to announce their 2016 Annual conference will take place on Saturday the 10th of September 2016 at Unite the Union, Holborn, London WC1X 8TN

Themes for the day are:

- Partner Notification New Tools
- Update on PEP/PrEP/TASP - ethical dilemmas
- SHA role in Chem/Sex/Alcohol
- Changing role of SHA
- PN Bureau
- Risk reduction messages in consultations

Cost: SSHA/Unite Member £80, Non SSHA Member £90



Further information and booking forms on our new website: www.ssha.info

Lucky Liverpool psychology assistants!

Assistant psychologists who were lucky enough to take part in their group's conference on 6th June, at the Foresight Centre, part of Liverpool University, were able to meet and talk to Dr Kathryn Lloyd-Williams, who's a clinical psychologist (renal) at Salford Royal Hospital. Kathryn's our North-West member of Unite in Health's applied psychology national organising professional committee (OPC), and kindly gave her time to answer questions and address delegates' issues. Unite in Health colleagues, Gary Owen (North-West regional lead for health) and Steve Hewitt (Education/lifelong learning) were there on our Unite in Health stall too, talking to the assistant psychologists about the benefits of joining us.

Steve tells us the assistants were keen to talk to Kathryn about their role and career path, as they all want to be where she is now! Kathryn says 'once they found out what I did, it seemed to attract a lot of interest'. She added 'I think many people in my profession don't see how the two roles can go well together – clinical psychologists help vulnerable people to speak up and facilitate change, similar to the role of a union rep with their members.'

We're always looking for 'experts' - If you're qualified in your field, and could encourage aspiring trainees or assistants to go further, talk to your rep, lifelong learning officer, or regional officer about helping us at conferences and events! If you're attending as a delegate, and there's a Unite stall there, come and say hello!



Bridging the skills gap

We caught up with **Finbar Lillis, from Skills for Health**, to give us the low-down on The Skills for Health Bridging Programme. He tells us that in around 12-20 weeks studying part-time, learners can develop the study skills that motivated and capable healthcare workers need to prepare, progress and succeed in all health-related vocational programmes in Higher Education (HE), like Foundation Degrees and HE Diplomas.

Looking to go further? This could be what you need to know! Combined with relevant vocational qualifications at level 3 (A- and AS-level, and recognition of relevant prior learning), plus maths and English qualifications, the Bridging Programme includes a national qualification, and develops skills in academic research, writing, planning and preparation for entry to HE.

The Bridging Programme aims to establish an entitlement, for healthcare support workers in England, to have their learning achievements recognised as valid for meeting entry requirements for HE health-related vocational programmes.

Lorna Baker-Homes, Bridging Programme achiever, now studying with the Open University (OU), says *'I'm finding the Mental Health Nursing degree course really interesting, but if I hadn't completed the Bridging Skills for HE certificate, I've no doubt I would have been completely overwhelmed'*.

Through partnerships with Bournemouth University and the OU, the first wave of Bridging Programme graduates are now on their way to achieving degrees in nursing! More will follow - another 20 students at Bournemouth and Poole College, recruited from local health trusts, are expected to progress to university programmes in September 2016. So far, ten universities across the country have agreed to accept applications from Bridging Programme achievers to nursing and other health-related programmes. Skills for Health is encouraging involvement from more Universities and other Higher Education Institutes (HEIs).

Angelo Varetto, Head of Standards, Qualifications and Apprenticeships at Skills for Health said, *'We believe that everyone should be given an equal opportunity to progress in their healthcare career - and the Bridging Programme offers an alternative to the more typical route into health-related vocational learning in HE.'*

Factors affecting workforce planning, like the apprenticeship levy, removal of health degree bursaries and introduction of student loans, the 'Nursing Associate'

debate - whatever the outcomes, there's no doubt more healthcare workers will progress into health-related vocational programmes at university. To enter and succeed, all will need the skills that the Bridging Programme now offers.

Healthcare employers are widely supportive of the Bridging Programme. Health Unions can identify and support potential learners in the workplace. Unite's represented on the Bridging Programme Reference group through the TUC Health sector unions' joint working group. Skills for Health welcomes Unite in Health Union Learning Reps' (ULRs') involvement in the Bridging Programme. Register your interest on <http://www.skillsforhealth.org.uk/standards/item/286-skills-for-health-bridging-programme-register-your-interest>

'I honestly feel like I'm at an advantage to other students as a result of completing the Bridging Programme. If there's anything I'm uncertain of I can always refer back to the course work for guidance which helps me get ahead.' Lorna Baker-Homes adds.

If you're reading online Click here for an e-leaflet to share with colleagues and potential learners. or search on 'bridging programme' on www.skillsforhealth.org.uk



Our Vets' Inaugural Conference!

Members of our British Veterinary Union (BVU) in Unite held their first conference on Saturday 16 June at the Diskus Centre at Unite's central office in Holborn, London.



A full programme included **Shams Mir** and **Jan van Dijk** from the BVU organising professional committee (OPC), and contributions from experts in the veterinary profession on a wide variety of topics. Our professional officer, **Jane Beach** tells us that **David Bartram** from the Royal College of Veterinary Surgeons spoke particularly well on 'enhancing personal mental well-being'. Unite in Health's new national officer, **Sarah Carpenter**, addressed the delegates on 'work, Unite and you'. Jane's delighted with the feedback from this first conference, one member said 'this is the most positive I have felt about the profession for some time!'

Guidance for Nurses and Midwives with more than one registration

The NMC are pleased to say they've published a guidance sheet for nurses and midwives with more than one registration. See <https://www.nmc.org.uk/globalassets/sitedocuments/revalidation/practice-hours-guidance-sheet.pdf>. If you have any questions please contact Miles Wallace, the Revalidation Communications and Engagement Manager: miles.wallace@nmc-uk.org.

Race ahead in health!

Have you heard of the 'WRES'? They're the Workforce Race Equality Standards that all NHS organisations have to publish to show they're improving how Black, Asian and Ethnic Minority (BAEM) colleagues are treated at work. The standards measure factors like interview and selection, promotion, training and development, as well as bullying, harassment, and disciplinary stats. Unite in Health is currently producing a toolkit and training materials to help reps and members work with their employers and their local community to improve things. Research tells us that if BAEM health workers are treated well, it can have an enormous impact on the way that BAEM patients receive care. Watch this space for more info!



Monika's story: my lifelong learning journey

by Monika Rostkowska, NHS Property Services

Our Lifelong Learning colleagues are hoping to publish Monika's full story on the website, here's an abridged version of her inspiring tale: After working, and studying law in Warsaw, Monika and her boyfriend moved to Manchester, 'to learn English, and earn some extra pennies'.

When I arrived I did not speak any English. My first job was a crew member in McDonalds' kitchen. It was very difficult, I felt isolated and alienated because of the language barrier, everyday life was extremely stressful. I wanted to talk to people and socialise, but I couldn't. Even simple tasks, like buying a bus fare, or talking to my landlord, were issues for me.

At this time English for Speakers of Other Languages (ESOL) courses were fully funded for overseas workers and I completed ESOL to Entry Level 3. Despite promotions and employee awards at McDonalds, I missed office work, so I applied for administration roles. We didn't have the internet at home, so I attended a local Library, and wrote my first CV in English with help from library staff. I printed 50 copies of my CV and posted them to addresses I found on line or in newspapers.

A recruitment company interviewed me, which was difficult. However, I was determined to succeed and not to give up. They sent me to their Head Office in London for two days' training, where I had to process CVs sent by potential candidates. My written English was poor; which I realised when I was asked to rewrite a financial director's CV in the past tense. I was so stressed I actually cried in the toilet of their fancy offices in Kings Cross!

In November 2008 I became an administration assistant at Manchester Primary Care Trust (PCT), in the Estates and Facilities team with a fantastic group of people - I have made friends for life there.

In 2011 my daughter Viktoria was born. After my maternity leave, the PCT was restructured, and I applied for a few positions, but wasn't successful. When management changed, I went through a challenging period within my work-life, but it was actually a very valuable lesson, and helped me define the difference between managers and leaders.

On 1 April 2013, NHS Property Services was created, a consequence of the Health and Social Care Act 2012, with staff transferred into the new company from former PCTs and Strategic Health Authorities. I worked for the busy in-house domestic team in

Manchester, led by a manager who allowed me to 'spread my wings'. She challenged me, and taught me that you are as good as your team, that you meet people on your way up, and you'll meet them on your way down. Working in the domestic team allowed me to develop my skills further, thanks to great support from my line manager, and I became a Unite Learning Rep (ULR).

NHS Property Services and the Unions signed a national learning agreement, and as a ULR, I deliver basic IT training, and ESOL for colleagues where English is not their first language. I enjoy helping people and I'm determined to give them the support I've received. With my line manager, our learning reps' team, and Steve Hewitt from Unite the Union, we were nominated for the HEfMA People Development Award (featured in our Summer 2015 Unite in Health Newsletter). I co-ordinated a learning survey for all healthcare support staff in Greater Manchester, and mapping the many workplaces helped to organise the workforce.

I'm now a Health and Well-being Champion for the North region. I've completed EMCC foundation level coaching skills, I talk to people on a regular basis and provide them with emotional support, or direction if they need professional help within NHSPS, or further development through the Union. We deliver absence management training to line managers, which has given me confidence.

I also write a health and well-being column for the domestic newsletter. I've also line-managed the Rapid Response Team in Domestic Services, a fantastic experience, I've been very lucky to have such an amazing team to work with.

Now I translate for Unite the Union, and I am working in the National Service Improvement Team in NHSPS. It's all been possible because of the supportive, positive and passionate people I met along my career path. My mentor showed me how to plan my career, set goals and achieve them, always wanting more, believing in people, and in myself. I'm privileged that many individuals have invested their time in me, inspired, encouraged and supported me through my career (particularly through the difficult patches), to ensure that I would not give up.

I hope one day that I can become an inspiration for someone to enable them to achieve their goals.



Calling all Unite-CPHVA members - time to register for Telford!



This year's Unite-CPHVA Annual Professional Conference is taking place in Telford on 15 - 16 November. With unrest in the NHS following landmark shifts in regulation, and now Brexit, the event will provide a forum where you will feel supported and inspired, along with your colleagues from across the United Kingdom. The agenda will be announced shortly, and topics will include masterclasses on managing challenging behaviour in children; immunisations; bowel and bladder problems; informatics; tackling difficult conversations; adolescent sexual health, as well as keynote seminars tackling policy developments, austerity and health inequalities.

Tickets are now available! Either visit <http://www.cphvaconference.co.uk/register>, email events@cgora.com, or call the event team at Cogora on 0207 214 0555.

Party time! We are also delighted that the event party has already launched and looks set to be a fantastic evening! A fabulous showcase of dancing through the ages will celebrate the 120 years of CPHVA supporting community practice, and there will be a chance for you to join in and learn the steps to some classic dances. Tickets are selling out fast so book now to ensure you don't miss out!

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.

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