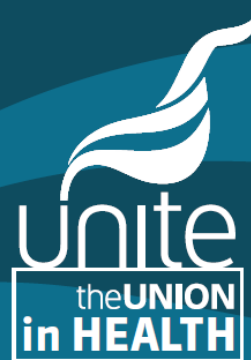


Unite at Nottingham University Hospitals

SPRING 2014



Dear Colleagues

Welcome to your Unite the Union Newsletter

Unite the Union are running the 100% Campaign in NUH. The main aim of this strategy is to recruit new members to our progressive proactive Union and build a more influential workplace organisation, including recruiting and training more Reps within NUH.

NHS fraud vs NHS sell-off scandal

BBC's flagship Panorama programme highlighted figures¹ claiming that fraud in the NHS costs the tax payer a staggering **£5 billion pounds a year** — equivalent to the total NHS cancer budget. While this is deplorable, there is a much, much bigger crime that makes this figure pale into insignificance. With this coalition government's drive to marketization of the NHS facilitated through the Health and Social Care Act 2012, it is estimated that the private sector has been empowered to double its share of NHS funding from 14% to 30% by 2015. This equates to a possible £28.7 billion pounds grab of England's NHS budget.²

Evidence that NHS liquidation harms the NHS

Private Finance Initiatives (PFI) are an example of what can go wrong in partnerships between the NHS and private sector. Time has revealed that these partnerships are not equal and that they are not working to the benefit of patients. But worse still, NHS Trusts find themselves locked into protracted and suffocating contracts. This has contributed to a **doubling** (39 versus 21) of NHS Foundation Trusts finding themselves in financial deficit in the last fiscal year.

At the time of going to press, Unite is conducting an indicative poll of its members to gauge whether to call for industrial action. **A straw poll has shown that Unite members are overwhelmingly and unanimously in favour of action.**

NUH Estates and Facilities £200m contract given to Carillion!

Following "market testing" (privatisation) of the Estates and Facilities Department, the NUH Trust Board announced on Friday 28th March 2014 that the tender has been given to Carillion. The process of introductions and meeting the new employer will begin in April for the 1300 staff members affected; these include maintenance, catering, logistics, cleaning and some portering. Commencement of the new service beginning in May/June onwards.

Staff understandably feel betrayed by NUH, as they have massively contributed to what the current Chief Executive, Peter Homa, is quoted as saying "the best acute teaching hospital in the UK" only to be cast aside for the sake of "balancing the books". The private sector is good at winning public sector contracts but struggle at delivering what's required..... ss profits are frequently put before patients.

Unite the Union will strive to maintain the terms and conditions of its members through collective bargaining and will support individual members in the TUPE (transfer of undertakings) process.

¹ BBC Panorama 24-3-14. ² NHS England. NHS allocations for 2013/14

Join on line - www.unitetheunion.org

Whilst you are caring for others Unite will stand up for you

Have your say about pay

The coalition government have decided not to fully endorse the recommendations of the public sector pay review body (PRB). NHS staff that have not yet reached the top of their Agenda for Change pay spine and due an annual incremental rise will not receive the recommended PRB 1% pay rise. Alternatively, staff not due an increment will be awarded a basic 1% pay rise. Alarming, the government has signalled that it will maintain this approach to NHS pay until at least 2015/16. Currently inflation is running at 2% (CPI) and so this represents at least 4 years of a below inflation pay increase.

Unite intends consulting with its members about possible industrial action.

We are calling all members to participate fully in this process

Hunt's response to Francis report: 'inadequate' says Unite

Response to the Francis Report – 'Hard truths, the journey to putting patients first'

Unite says that what is needed is a stronger inspection regime throughout the NHS, and the government response to the report into Mid-Staffordshire NHS Foundation Trust failed to address this central issue. Examples like lack of scrutiny, and bullying cultures, haven't gone away since February 2013, when Robert Francis published his report. Rachael Maskell, Unite's Head of Health said 'What Jeremy Hunt (Tory health minister) outlined won't disguise the fact the public and staff can see that staffing levels across all services are inadequate, and pressures on hospitals are increasing. We want Francis implemented in full. Ministers have wasted nearly a year in which they have concentrated on privatising the NHS, when they should have been tackling the crisis facing the NHS.'



HEALTH SECTOR REGIONAL UPDATE CONFERENCE 24th APRIL 2014

Unite Pride Park Office, 2 Pride Point Drive, Pride Park, Derby. DE24 8BX

ALL UNITE MEMBERS are invited to attend an update on **RECORD KEEPING** and **DUTY of CARE**

With the NHS under increasing pressure, bullying on the increase, service cuts and reorganisations and in the wake of the Francis report, it's important that all NHS staff understand the importance of knowing how to raise concerns and report issues...and in some instances, whistleblowing.

The training is suitable for every Unite member, no matter what your job in the NHS.

To reserve your place, contact:

Mary Leonce 0115 947 6784 Mary.Leonce@unitetheunion.org

Unite in the Community

Over the winter a collaborative team of staff from NUH Estates and Facilities, Notts County Council Social Services, young adults with learning difficulties and staff /volunteers from Notts Wildlife Trust worked on a project at Attenborough Nature reserve. This involved the removal of a rotten wooden dipping platform and its replacement with a plastic one, and raising a minimum of £1700 pounds to fund the scheme. 'Unite the Union Nottinghamshire Health Service Branch' supported the project with a £100 donation to help develop new skills and put something back into our local community.



Michael Woodward (Unite) presenting a cheque to head warden, Graham Bowden

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Benefits of being a Unite member

Unite provides an extensive support system & range of membership benefits.

These services include trade union and professional representation & protection at work and bargaining with your employer, as well as advice, information, guidance, support & information through the Care at Work scheme, training and education.

They also extend beyond the workplace through other services such as Family Care, CareXpress, & even include reduced rate holidays.

Below are some of the benefits of being a Unite member, let your friends know about this and ask them to

JOIN UNITE TODAY!!!

- First class representation & advice at work including discipline & grievance handling & matters concerning welfare & health & safety.
- Legal assistance on making industrial accident and Personal Injury claims.
- Accident (work related) benefit £12.80 per week up to ten weeks.
- Fatal accident at work £7,750 / Fatal accident not at work £5,500.
- Loss of limbs/permanent disability from accident at work up to £4,900.
- Non-industrial fatal accident £5,500.
- Funeral benefit maximum of £400.
- Legal assistance and advice covering work and non work related issues.
- Care express, 24 hour legal help line.
- Free ½ hour legal advice with a solicitor.
- Convalescence benefits and facilities and free wills.
- Maternity benefit £12.80 per week up to ten weeks.
- Sickness benefit £12.80 per week up to ten weeks.
- Professional Liability Insurance, giving up to £3m worth of cover.

PLEASE GIVE FEEDBACK TO YOUR UNITE REPS

Your Reps are keen to prioritise the issues that you are most concerned about at work e.g.

- Organisational Change
- The Management of Change Process
- TUPE Transfers
- Empath
- Privatisation

All this and more for just £12.70 per month

Do you know who your Unite Reps are?

We have a network of Unite Representatives who have various roles at Branch, Regional and National Level.

Keith Miller - Lead Unite Representative, Staff Side Vice Chair, Branch Secretary. Email keith.miller@nuh.nhs.uk

Andrew Clayworth (Based in Clinical Pathology) - Senior Representative, Regional Health Sector Chairman, Staff Side, National Health Sector Committee, National Organising Professional Committee for Healthcare Scientists and Regional Political Committee; Branch Secretary. Email Andrew.clayworth@nuh.nhs.uk

John Harbuz (Based in Access Estates) - Senior Representative, Regional Health Sector Committee. Email john.harbuz@nuh.nhs.uk

Des Powe (Based in Histopathology) - Senior Representative, Staff Side, Regional Health Sector Committee, Branch Treasurer. Email des.powe@nottingham.ac.uk

Adam Barke Rep – Clinical Pathology

Fran Reynolds Rep – Microbiology

Matthew Button Rep – Estates

Dennis Cranny Rep - Estates

Pamela Craft Rep – Clinical Pathology

Maureen Hall Rep – Immunology

Jason Books Rep – Estates

Michael Woodward H&S rep – Access Estates. Vice-Chair NUHT H&S Committee

Andrew Harwood H&S rep – Histopathology

Jennifer Simmons H&S rep – Neurophysiology

Elizabeth Webster H&S rep – Microbiology

Janet Williams Equality rep, Equality & Diversity Group member – Pathology

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Return the application form to FREEPOST PLUS RSRT-X HGL-LRTG Unite the union, 3 Victoria Court, Kent street, Nottingham. NG1 3LZ

MEMBERSHIP FORM GB

Surname Mr Mrs
 Ms Miss
 Dr Rev
 Forename Male Female

NI No. _____ Date of Birth _____

House No./Name _____

Street _____

City/Town _____

Postcode _____

Home Tel. _____ Mobile _____

Email _____

Please tick if you wish to receive the union's magazine

About Your Job

Employer/Company Name _____

Job Title _____

Work Address _____

Postcode _____ Work Tel. _____

Which membership do you require? Enhanced full time (more than 21 hours per week) Basic full time (more than 21 hours per week)

On certified apprenticeship scheme Other (e.g. unemployed member of the community working less than 10 hours per week permanently disabled members who are not in paid employment)

Year 1 Year 2 Year 3 Year 4 Driver (Care is a separate driver Care application form will be sent to you for completion)

Equal Opportunities

Unite the union is committed to the promotion of equal opportunities for all and it is the union's aim to provide services and support to members that is free of discrimination on the basis of race, gender, religion, sexual orientation or disability. What ethnic group do you belong to?

Please tick Mixed White & Black Caribbean Asian or Asian British Pakistani Black or Black British African White British Mixed White & Black African Asian or Asian British Bangladeshi Black or Black British Other White Irish Mixed Other Asian or Asian British Other Chinese White Other Asian or Asian British Indian Black or Black British Caribbean Mixed White & Asian Other/please specify _____

Please tick if you regard yourself as disabled Please tick if you are Lesbian Gay Bisexual Trans

Branch No. _____ Job Code _____ Workplace Code _____

Direct Debit Details - Instructions to your Bank or Building Society to pay by Direct Debit



Originators ID Number **9 7 1 4 6 7**

Name of bank/building society _____

Town of the Bank _____

Sort Code _____

Account Number _____

Name(s) of Account holder(s) _____

On the selected day of the month: 7th 14th 21st 28th

Instruction to your Bank or Building Society

Please pay Unite the union Direct Debit monthly 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 Unite the union and, if so, details will be passed electronically to my Bank Building Society.

Authorisation of deduction of your trade union contribution from your pay (check-off)

Note: Not all employers operate check-off. I hereby authorise the deduction of Unite the union subscriptions from my pay of such amounts as shall be notified to my employer on my behalf from time to time by Unite the union. I also authorise my employer to inform Unite the union of any changes of address.

Paid weekly or monthly? Weekly Monthly Payroll No. _____

Please read the Data Protection Notice.

You have the right at any time to stop us using your details for third party marketing purposes. If you do not wish us to communicate with you or share your contact data for these purposes, please tick this box. Please note that this will preclude you from receiving our special offers or promotions.

Are you or have you been a member of a trade union? (Including Unite the union) Yes No
 If yes, please give the name of the union and date of last payment _____

When you join Unite, you are also authorising the Union to deduct an additional amount for your subscription to your local branch fund. I agree to abide by the union's rules. I authorise the payment above:

Signature _____ Date _____

Employer Code _____ Recruitment Code _____ Membership No. _____



Direct Debit Guarantee

- This Guarantee is offered by all banks and building societies that accept instructions to pay Direct Debits.
- If there are any changes to the amount, date or frequency of your Direct Debit Unite the union will notify you ten working days in advance of your account being debited or as otherwise agreed. If you request Unite the union to collect a payment, confirmation of the amount and date will be given to you at the time of the request.
- If an error is made in the payment of your Direct Debit by Unite the union or your bank or building society you are entitled to a full and immediate refund of the amount paid from your bank or building society - If you receive a refund you are not entitled to, you must pay it back when Unite the union asks you to.
- You can cancel a Direct Debit at any time by simply contacting your bank or building society. Written confirmation may be required. Please also notify Unite the union.

Data Protection Notice

By joining Unite the Union you are providing information which may be used for administrative purposes, the holding of elections and other statutory requirements. If you do not tick the box on page 4 you consent to Unite the Union passing on your information for the promotion of membership services (e.g. insurance). We may disclose your information to our service providers and agents for these purposes. However if we do disclose your information, we will put a contract in place to ensure it is protected. We or they may contact you by post, telephone, e-mail, text or such other means as we may agree with you from time to time, to let you know about any goods, services or promotions that may be of interest to you. We may keep your information for a reasonable period to contact you about our services. You have the right to ask for a copy of your information (for which we charge a small fee) and to correct any inaccuracies. To make sure we follow your instructions correctly and to improve our service to you through training our staff, we may monitor or record communications.

This section refers to the membership form (back page) and should be retained

For all recruitment enquiries call free **0800 587 1222** or contact your local representative or Unite Office