

# Unite the Union Nottinghamshire Health

SPRING 17



## Welcome to your Unite the Union Newsletter

Unite the Union aims to build a fuller and more influential work place organisation, including recruiting and training more Unite Reps within Unite's Nottinghamshire Health Branch.

Free coach places to London for Unite members, friends and families.  
Contact Christine Morley to reserve your place! [Christine.Morley@unitetheunion.org](mailto:Christine.Morley@unitetheunion.org)  
**01332 548400**  
See back page for more details

## Join the National NHS Demonstration .....March to Parliament



Saturday 04 March 2017 at 12:00-17:00  
Assemble 12pm Tavistock Square, London

*We must fight to save our NHS from destruction.* The threat is real. It is happening now. Hospitals, GPs, mental health, ambulance and community services are on their knees. Private companies are gaining an ever greater foothold within the NHS. Years of pay restraint mean **the value of NHS staff salaries have reduced by 14% since 2010**. The government's **Sustainability and Transformation Plans (STPs)** are a smokescreen for a massive programme of hospital and community service closures, and are its latest instrument for privatisation.

### **The NHS is one of our greatest achievements**

Unite brand STP as standing for **'Slash, Trash and Privatised'** and are concerned about the radical proposals, calling for greater evidence based research. **Read more inside**

## Carillion Corner

**Contract update** A joint statement on the 1<sup>st</sup> February 2017 by Peter Homa, Chief Executive of NUH, and Mike Hobbs, Director of Health Carillion, announced that NUH would be terminating the Facilities Management (FM) contract with Carillion. Staff working for Carillion will be transferred back in to the Trust on 1<sup>st</sup> April 2017. Staff working for the retail catering company Elior are expected to remain working with Elior. **Unite will actively campaign to bring these posts back in-house**, to bring security back to employees following their prior transfer over to Carillion in July 2014 and subsequent transfer to Elior in November 14. Car parking and traffic management will be contracted to Carillion.

**The decision to terminate Carillion's contract early (half way through) their a £250million 5 year plan came as little surprise to Carillion staff.** 1,500 NUH ancillary workers, incorporating Estate maintenance workers, cleaning, catering logistics, laundry, security and some portering staff were transferred (TUPE'd) across to the private company Carillion just two and a half years ago. Since then Carillion has seen three senior management changes in order to deliver the contract and on all occasions has failed, resulting in **allegations of bullying and pressuring staff working on the front line to deliver services** with limited resources across all aspects of the contract.

A joint campaign by Unions, Keep Our NHS Public (KONP), local councillors and MP's forced the Trust into prematurely ending the contract as it was constantly under scrutiny, highlighted by local media in response to the campaign.

It clearly shows that **profits before patients does not work** and can lead to disastrous results, as proven when Leicester University Hospitals ended the contract with Interserve prematurely in 2016. It remains to be seen if lessons are learned at NUH to avoid a repeat of the Carillion fiasco.

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# Local NHS Changes: Nottinghamshire's Sustainability and Transformation Plan (STP)

## What is STP?

The Sustainability and Transformation Plan (STP) is a **wholesale reorganisation of the NHS** forced by the governments' NHS 5 Year Forward View, legally facilitated by the Health and Social Care Bill 2012. The government claims it is needed because of the rising cost of healthcare and access pressures. It devolves health and social care provision and responsibility to NHS organisations and local government councils with the mandate to improve health and quality of community care in a financially sustainable way. The aim of STPs is to transform and deliver *New Care Models* (previously covered in *Unite Nottinghamshire Health Newsletter*, Winter 2015/Spring 16).

## How are STPs being developed?

England has been geographically divided into 44 areas ('footprints'). Nottinghamshire's STP has been spearheaded by David Pearson (Notts County Council) in collaboration with local NHS executives. Nottinghamshire's 5 Year STP plan is available at: <http://www.nottinghamcity.gov.uk/health-and-social-care/adult-social-care/sustainability-and-transformation-plan-stp/> The document identifies a number of areas for improvement (judged against national averages), including deprivation associated health inequalities, delays in access to cancer treatments, A&E, GP and mental health services.

## STP Risks

**STPs are new and untested.** They have been rapidly developed at a time when the NHS and councils are already battle weary after successive chronic reorganisation and cutbacks resulting from wholesale marketization introduced by the previous coalition government.

**Some of the healthcare changes are radical** in their scale and level of complexity, and lack accountability.

**Staffing changes and job losses.** There is no additional funding. Instead, Notts STP aims to save £50 million pounds and some of this will be achieved by a 12% cut in AfC Band 5 (or equivalent) professional core skill staff and other grades amounting to an estimated 500 posts lost, as well as a 200 hospital bed reduction at NUH according to *The Health Service Journal*.

**Timeframe for public feedback.** Detailed information about Notts STP is sparse and inadequate, leading to calls for more information and independent risk assessment.

## Local action

**Unite Nottinghamshire Health held a public meeting on STP**, November 2016, at Nottingham's New Arts Centre, to discuss threats to service delivery, and proposed changes in community health provision. Guest speakers were retired surgeon, Colin Hutchinson, and Unite's professional health officer, Ros Godson.



Colin Hutchinson highlighted risks and cutbacks being forced on the NHS by STP. He urged local collaboration among NHS staff, campaigning organisations and patients. The meeting was chaired by Unite's FTO, Garry Guye (Left).



Unite's professional officer, Ros Godson, explained how community services are being targeted for restructuring. Members are urged to speak out against unsafe practices and not to perform duties that they are unqualified for.

## NHS Funding facts

The government's NHS five year forward view predicts a £30 billion pound shortfall in NHS funding by 2020-21.

Government predicts additional funding of up to £21bn is needed plus 3% efficiency savings a year, but these have been judged to be unrealistic according to independent NHS think tanks. **Back office, pathology services and payroll are targeted for cost savings.**

Projected real term NHS funding increases will average only 0.9% GDP (2015-20) compared to a historic average of 3.7%.

Capping NHS pay at 1% contributes approximately one quarter of the efficiency savings; NHS staff have suffered a real 12.3% pay cut over the last 6 years according to the Pay Review Body.

Unite brand STP as standing for 'Slash, Trash and Privatised' and are concerned about the radical proposals, calling for greater evidence based research

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## Benefits of being a Unite member

Unite provides an extensive support system & range of **membership benefits from our affiliated companies** including trade union and professional representation & protection at work; 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 including reduced rate holidays and airport parking.

*It's possible to 'earn' back your subscriptions from the savings you make in using our affiliated companies!*



### Unite Affiliated Companies

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- Unite Motor Insurance**
- Unite Life Insurance**
- Unite Mortgages**
- Unite PPI refunds**
- Unite Financial Services**
- Unite Debt Advice** — free debt advisory service for Unite members

### Your local Unite reps

#### Nottingham University Hospital

**Keith Miller** - Joint Vice Chair of Staff Side, Workplace Rep, NUH: Keith.Miller@nuh.nhs.uk

**Neville Bernard**—Health and Safety Rep, NUH: Neville.Bernard@nuh.nhs.uk

**Fran Bond** — Workplace Rep, NUH: Fran.Bond@nuh.nhs.uk

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**Tony Karlonas**—Health and Safety Rep, NUH: Tony.Karlonas@nuh.nhs.uk

**Angela Kingham** — Workplace rep

**Jennifer Simmons** —Workplace rep

**Daniel Tomlinson**—Workplace Rep, NUH: Daniel.Tomlinson@nuh.nhs.uk

**Patrick Vesey**— Workplace Rep, NUH: Patrick.Vesey@nuh.nhs.uk

#### Carillion

**Matthew Button** —Workplace rep

**John Harbuz** —Workplace rep

**Wayne Smith** —Workplace rep

#### Nottingham Citycare Partnership

**Lisa Beard** - Workplace rep

**Jennifer Maxwell** —Workplace rep

**Elaine Hallam** —Workplace rep

#### Sherwood Forest Kingsmill Hospital

**Jonathan Cox** — Workplace rep

**Elizabeth McCormack** — Workplace rep

**Stephen Oliver** —Workplace rep

#### Skanska Rashleigh

**Cleveland Anderson** - Workplace rep

**Andrew Fernley** - Workplace rep

**Jeff Hancock** - Workplace rep

**Ian Prothero** - Workplace rep

#### Nottingham Healthcare NHS Trust

**Yusef Ali** — Workplace rep

**Alex Marks** — Workplace rep

**Jennifer Maxwell** —Workplace rep

**Sarah Stafford** — Workplace rep

**David Ward** —Workplace rep

**Lynne Worker** — Workplace rep



## UNITE MEMBERSHIP CATEGORIES

Unite offers a range of membership categories

**ENHANCED:** This is the category that most people opt for because it includes valuable protection for you and your family

**Full time** £3.50 per week (£15.71 per month)

**Part time** £1.83 per week (£7.93 per month) Upto 21 hours/week

**Low pay** £2.25 per week (£9.74 per month)

**BASIC:** Entitles you to core union benefits. No additional protection

**Full time** £3.25 per week (£14.06 per month)

**Part time** £1.70 per week (£7.37 per month) Upto 21 hours/week

**Low pay** £2.00 per week (£8.66 per month)

**Special Rates for Apprentices**—visit the link below for more details:  
<http://www.unitetheunion.org/growing-our-union/joinunite/contributionrates/>

**Contact Unite:** Unite the Union, 3 Victoria Court, Kent Street, Nottingham NG1 3LZ Tel: 0115 9476784

**Join on line - [www.unitetheunion.org](http://www.unitetheunion.org)**

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## Why you should attend the National NHS March

Daily headlines report the NHS in crisis. Overstretched A&Es, patients left on trolleys, staff morale at an all-time low - our NHS is at breaking point.



The Tories' empty promise in 2010 that the NHS was 'safe in their hands' has been repeatedly broken. Pay cuts is the reward for our commitment to care for our patients.

We're seeing mass privatisation of services - including those on the frontline. Thousands have marched against cuts, including **6,000 in Grantham against the closure of A&E at night** and **over 1000 in Leicester against closure of Glenfield Hospital's regional children's heart surgery unit.**

Either we fight for our jobs with decent terms and conditions and for the service we provide or many more cuts and closures are coming. The junior doctors showed how to fight back. All health workers need to be brought together in united action.

The **campaign against the pay freeze** is now to be debated in parliament after an **online petition got over 100,000 signatures.** Despite constant attacks from the right-wing media aiming to undermine confidence in the NHS, most people still cherish it enormously. Despite massive cuts, staff still deliver an overwhelmingly good quality of care.

Health Campaigns Together have called a national demonstration in **London for 4<sup>th</sup> March.** It's a chance to bring together the hundreds of local campaigns across the country into the national spotlight. **It's a chance to show the government that we will fight for our health service.** Unite are playing a major role with other trade unions backing this demo.

**We'll be marching to defend the NHS today and for future generations.** We'll be marching because NHS workers deserve more than a continuous pay freeze and because the patients we care for deserve better.

**Unite is putting on coaches, free for Unite members, their families and friends**

**To reserve your seat contact:**

Christine.Morley@unitetheunion.org (01332 548400)

**Pick up point: Park & Ride site at the Forest Recreation Ground, Gregory Boulevard, NOTTINGHAM NG7 6AQ at 8.00am. Return departure between 5.00—6.00pm**

Nottinghamshire Health Branch is pleased to affiliate to  
**The Working Class Movement Library (WCML)**

The WCML is based in Salford, near Manchester, and retains a collection of artefacts covering over 200 years of organising and campaigning by ordinary men and women in their struggle to get their voices heard. The main aim is to retain a history of Britain's working class from the industrial era to the present day, including trade union history. The library runs an active programme of educational presentations and discussions, as well as being open for free visits.

For further information visit:

<http://www.wcml.org.uk/visit-the-library/visiting-the-library/>

Tel: 0161 736 3601

Unite Nottinghamshire NHS  
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**In focus**



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