

Unite the Union Nottinghamshire Health

SUMMER 2015



Dear Colleagues

Welcome to your Unite the Union Newsletter

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

Why Union Reps are good for you

Having a union rep in the workplace improves job quality for employees by reducing their levels of stress, improving their work-life balance, and improving their well-being, according to new research performed by academics and Unite the Union, headed by Professor Kim Hogue of Warwick Business School. For employees, job quality is closely linked with job satisfaction resulting in fewer staff leaving and lower absenteeism. Employers benefit through increased productivity and improved industrial relations.



Prof Kim Hogue

The findings support a study by Harvard University that proposed the 'positive voice effect'. Researchers found that by voicing members concerns either informally or formally, unions led employers to respond sooner to address problems. An outcome of this is an increase in individual well-being, higher job satisfaction and greater labour participation. The study concluded that any future moves to reduce onsite union representation could negatively impact on these measurable benefits.

Collapse of Circle Health dermatology services - 'unmitigated disaster' - damning report

Nottingham University Hospitals NHS Trust (NUH)— had an international reputation as a centre of excellence for dermatology. The introduction of the Health and Social Care Act 2012 facilitated the scrapping of Primary Care Trusts and replacement with Clinical Commissioning Groups (CCGs). In 2013 NHS Rushcliffe CCG awarding the contract for dermatology services to the Nottingham Treatment Centre (Circle Health).

Circle expected the dermatology staff to be collectively transferred (under TUPE law) over from NUH to continue service provision. But they had failed to anticipate the reluctance of consultant medical staff to relinquish NHS contracts. Subsequently just 3 out of 11 transferred and since, 2 of these have left leaving just 1 full time and 1 part time consultant in post. For contractual reasons, NUH was hindered in its efforts to rescue the situation and currently emergency dermatology services have had to transfer 25 miles away to Leicester RI, while the compromised under-/post-graduate training has transferred to Derby.

In the independent damning report commissioned by NHS Rushcliffe CCG, the dermatology transfer was described as an 'unmitigated disaster'. The report has made comprehensive recommendations for the immediate and long term amelioration of this situation but this illustrates the dangers of transferring care out of the NHS to commercial providers.



Join on line - www.unitetheunion.org

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

News Round Up

Victory for the Dundee hospital porters

After 13 weeks of all-out strike action 117 hospital porters at Ninewells and Royal Victoria hospitals have won an outstanding victory against their employers, NHS Tayside, over their claim to be uplifted from Band1 to Band2 pay. Industrial action escalated after NHS Tayside had their claim to stop strike action because of a technicality thrown out of court, after Unite's lawyers successfully defended their members. The full cost of the misconceived legal proceedings incurred by NHS Tayside is not known but in addition to their own expenses they were ordered by Lord Pentland to pay Unite's full legal costs. Management brought in 'volunteer' staff (some at Band 7) to replace their employees but this failed and after sustained action, management conceded to Unite's three demands to end the deadlock:



- Porters were **uplifted to AfC Band 2**
- 14 porters had their 6 month **temporary contracts converted to permanent jobs**
- **Cash compensation was paid** for loss of pay and holiday entitlement during the strike

The industrial action was led by Unite and received national support and donations from supporters and NHS staff. Local Unite stewards congratulated the striking porters for their commitment and their exceptional manner and utmost dignity portrayed throughout the dispute, which at times had seen losses and

Congratulations to Unite's former Head of Health, Rachael Maskell MP



Rachael Maskell was a former health professional and Unite's Head of Health, tasked with protecting the NHS and its employees' terms and conditions. Following her election as Labour's MP for York Central Rachael is determined to continue safeguarding the NHS.

Rachael celebrating the NHS 67th birthday in York, July 2015

Midwives join TUC

The Royal College of Midwives (RCM) has formally become an affiliate to the TUC. It is the first Royal College to be a member of the TUC.

Breaking news: Will the Government break its promise to NHS staff?

In his July budget the Chancellor of the Exchequer, George Osborne, announced that he intends capping public sector pay at 1%. The fine detail is yet to be digested but early indications appear to contradict the terms agreed with NHS staff earlier in 2015, when the government pledged to reaffirm its commitment to the Pay Review Body (PRB) in 2016/17 and thereafter.

NHS Public Debate: the next 5 years

All welcome.

Invited speakers will give their views on possible changes and impacts in the NHS.

Food provided. Sponsored by Unite Nottinghamshire Health Branch.



The New Arts Exchange, Wednesday 14 October, 6.00—10.00pm (Subject to confirmation)

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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

£13.84 per month (full-time or £6.63 part-time) - Enhanced membership

£13.19 per month (full-time or £6.33 part-time) - Basic membership

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, Joint Staff Side Chair, Branch Chair, Regional Health Sector Committee.

Email keith.miller@nuh.nhs.uk

Des Powe (Based in Histopathology) - Senior Rep, Staff Side, Regional Health Sector Committee, Branch Treasurer.

Email des.powe@nottingham.ac.uk

Wayne Smith (Carillion) — Rep, Branch Secretary. Email ng32secretary@btinternet.com

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

John Harbuz (Carillion) - Senior Rep, Regional Health Sector Committee. Email john.harbuz@carillionplc.com

Pamela Craft Rep – Clinical Pathology

Fran Reynolds Rep – Microbiology

Matthew Button Rep — Carillion

Jason Bookes Rep — NUH

Health & Safety

Andrew Harwood H&S rep – Cellular Pathology

Jennifer Simmons H&S rep – Neurophysiology

Elizabeth Webster H&S rep – Microbiology

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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 _____

On the selected day of the month:

Account Number _____ 7th 14th 21st 28th

Name(s) of Account holder(s) _____

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. _____

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

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.