

Unite at Nottingham University Hospitals

SUMMER 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.

The NHS Pay Review Body says you deserve a pay rise! The Government says not....

Since the introduction of the Health and Social Care Act 2012, NHS workers have been subjected to unprecedented pressure to adapt to and adopt new changes, partly-justified by the economic recession. This year, the NHS Pay Review Body (PRB) recommended a 1% consolidated (pensionable earnings) for all Agenda for Change NHS staff. This metered a different response in England, Scotland, Wales and Northern Ireland. The Scottish and Welsh governments accepted the PRB recommendations and offered additional benefits to low paid employees. In contrast, Westminster have awarded a 1% pay rise to only those staff at the top of their pay band and what's more, the increase will not be taken into account for pension calculations.

If left unchallenged, Westminster have effectively broken the mechanism for independently calculating NHS pay for Agenda for Change staff and have dismantled harmonisation in national pay rates across the UK. Furthermore, pensions for NHS staff in England are not being inflation-protected because of the link between earnings and contributions being severed.

Your **local Unite rep** can provide you with fuller details concerning the impact Westminster is having on your pay.

Unite's response to the attack on our pay

A programme of activities has already taken place over pay. Unite members have participated in lobbying the NHS Confederation Conference, a Whitehall photoshoot, lobbying MPs in their constituencies, a demo outside Westminster and a range of local actions at local hospitals. But *Unite wants you to send a clear message to the government that enough is enough!*

Unite is going to ballot its members for industrial action

We intend balloting our NHS members in England, Wales and Northern Ireland to seek their views about this dispute. A previous consultative ballot on pay in England and Northern Ireland received a 92% support for taking industrial action. Other unions are planning similar. The precise form of industrial action will be decided later.

What you need to do and when

Now: Please **update your membership details** via your local rep (a form is available) or directly with Unite's Nottingham office: Mary.Leonce@unitetheunion.org, or write to Unite the Union, FREEPOST PLUS RSRT-X HGL-LRTG Unite the union, 3 Victoria Court, Kent street, Nottingham. NG1 3LZ)

26 August 2014 – Ballot opens – two questions (Strike and Action Short of Strike)

26 September 2014 – Ballot closes

26 September 2014 – Letters to employers announcing ballot result

3 October 2014 – Letters to employers announcing industrial action to be taken

w/c 13 October 2014 – Commencement of Industrial Action



Join on line - www.unitetheunion.org

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

Transfer of NUH Estates and Facilities staff to Carillion: future uncertainty

Since the announcement in March that the contract for the Estates and Facilities Department at NUHT has been awarded to Carillion, the process of introductions and meeting the new employer has been taking place for the affected 1300 staff members, including maintenance, catering, logistics, cleaning and some portering duties.

In a recent development, it has emerged that Carillion has twice attempted to merge with the troubled construction company Balfour Beatty. If the deal goes ahead, the newly formed company will have a value of £3bn with more than 80,000 employees. Balfour Beatty rejected the latest approach by Carillion because it would have meant stopping the well-advanced sale of a profit-generating subsidiary company. Carillion are likely to have until 28 August to amend its proposal.

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) and subsequent processes.

Unite support for locked-out Biomedical Scientist staff at Northampton General Hospital

Unite members, who have been involved in an increasingly bitter year long dispute over the trust's plans to sack and re-engage workers on worse terms and conditions, were banned by the Trust from entering the workplace on Thursday 26 June 2014 as they prepared to take legitimate industrial action.

The dispute concerned the Trusts imposed acceptance of new contracts forcing staff to double their night time shifts from seven days in 14 weeks to 14 days in 14 weeks, and a pay-cut of £6,000 per year.



Locked out staff received public support and donations from other unions, and were given a boost when they were visited by Unite's general secretary, Ken McCluskey, on 18 July. Unite regional officer Mick Orpin said "Patient safety is being put at risk because the trust is trying to force through a new strategy without giving its loyal workforce a chance to voice their concerns." On 24 July 2014, talks via the mediation service ACAS, instigated by Unite, resulted in a negotiated settlement with changes effective from March 2015. The workforce returned to work on Monday 28 July 2014.

NHS Executive pay bill soars

Figures released by the RCN show that the pay bill for NHS executive directors in England has increased by an average of 6.1% in the last 2 years. In some areas, senior managers have received approaching 15%. Many also receive substantial bonuses of £40,000. The president of the RCN has commented 'This is the worst kind of double-standard and makes a mockery of their insistence that fairness has been at the heart of their decision-making on public sector pay'.

New flexible working rules

The flexible working rules changed on 30 June 2014. Now all employees with at least 26 weeks' service can request flexible working, without the need to demonstrate caring responsibilities. In turn, employers must consider all requests in a reasonable manner.

Unite reps are available to support members with their applications and appeals.

18 October 2014 – TUC march and demo

Save the NHS

Make a note in your diary. More details to follow



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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

£13.26 per month (full-time or £6.63 part-time) - Enhanced membership

£12.61 per month (full-time or £6.33 part-time) - Basic membership

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 Chair, Regional Health Sector Committee.

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 (Carillion) - 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 – Carillion

Dennis Cranny Rep - Carillion

Pamela Craft Rep – Clinical Pathology

Maureen Hall Rep – Immunology

Jason Books Rep—Carillion

Michael Woodward H&S rep – Carillion.

Andrew Harwood H&S rep– Histopathology

Elizabeth Webster H&S rep – Microbiology

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

Jennifer Simmons H&S rep – Neurophysiology

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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.