

UNISON News

December 2017

News from the largest union in Pennine Acute Trust

We need a meaningful pay rise for all NHS Staff



£800: But more is needed – an £800 consolidated lump sum would start to make up for the losses over recent years.

Health workers' wages have not been keeping up with prices. The Government has chosen to freeze and then cap our pay – resulting in a fall in living standards

Had pay rates kept up with inflation since 2009, cleaners and porters would now be earning more than £2,000 extra, healthcare assistants and administrators more than £2,500 extra, and paramedics and nurses more than £4,500 extra.

A meaningful pay rise for NHS workers is long overdue. UNISON and other health unions have submitted a pay claim for a 3.9% increase and an £800 consolidated lump sum for every worker in April 2018.

3.9%: RPI inflation in September 2017 was 3.9% and a pay rise at this level should stop further decline in health workers' living standards.

Last month, Health Secretary Jeremy Hunt told Parliament that continuing the 1% pay cap “wasn't sustainable”. Newspaper headlines screamed that the pay cap has been scrapped. But this is premature.

There is no guarantee yet of more money to increase NHS pay and instead Hunt has talked of it being linked to 'productivity' gains. NHS workers and services are already overstretched. We need the pay rise to be funded.

There is every chance that the Government will try to limit pay increases to certain groups – perhaps just to workers in emergency services, or just workers in services with recruitment problems. But there is no justice in this type of divide-and-rule strategy. Living costs have gone up for all of us and it's not right that any public sector worker's living standards have fallen.

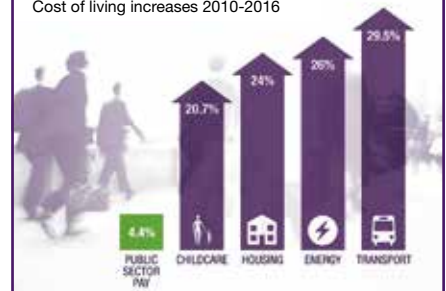


Pay in numbers

Job Title	Annual real terms cut (2016/17) £
Hospital cleaner	2128
Hospital porter	2128
Healthcare assistant	2696
NHS administrator	2696
Nurse	4577
Paramedic	4577

Pay down – prices up

Cost of living increases 2010-2016



We need a pay rise for all staff. We must keep the pressure on.

What you can do

Fill in the annual pay survey:
www.surveymonkey.co.uk/r/NHSpay2017.

Sign the Pay Up Now! Petition:
<https://petition.parliament.uk/petitions/200032>

Become a UNISON pay contact:
 To find out more contact the branch.

UNISON and BAOT

UNISON and British Association of Occupational Therapists have worked together for many years. Whilst BAOT is the professional body for OTs, members are also part of a UNISON branch for advice and support on workplace issues.

There is a network of BAOT stewards in the North West, which meet regularly to advise and support each other and discuss OT workplace issues and feeds into a national network including RCOT (Royal College of Occupational Therapists).

Michelle England is the Regional Chair of this group and Chair of the national committee. She says it has

never been a more important time for Occupational Therapists to get more involved in UNISON.

It is really important that our professional voice is heard in our organisations especially with the current drive for integration and moving patients and services out of hospitals and into the community.

You can influence the way these changes take place and in some case whether they take place at all. The more stewards we have the stronger we are and the better we can represent our members.



Three things to do if you work in Occupational Therapy

1. If you haven't already join BAOT/UNISON today. It provides access to professional support and networks, leadership and indemnity. But more than that we represent and ensure the voice of Occupational Therapists is heard. You can join at www.rcot.co.uk
2. If you have previously joined please update your details with UNISON especially if you change your employer or if you move house. <https://my.unison.org.uk>.
3. If you work in Occupational Therapy please make sure your department has a workplace rep. Being a UNISON / BAOT rep gives you access to reps training and support to help you to get your colleagues' voices heard. Email baotstewards@unison.co.uk for more information.

News from your branch

It has been a very busy 2017 in UNISON Pennine Acute as we have worked to establish negotiations with Manchester Foundation Trust for North Manchester and with Salford Royal for members in the rest of the Trust. Site based management structures have been established, and on top of this we have attended many consultations across the Trust and represented hundreds of members individually.

We are not expecting any of this to slow down in 2018 and with so much change there

has never been a better time to join UNISON. We need the strength of members to ensure that we can influence the way change is conducted.

With so much going on we need our members to be our eyes and ears on the ground. Please let us know if there are changes in your area and please consider becoming a UNISON rep or UNISON contact in 2018.

Full training is provided and you get paid time off for trade union duties.

NHS Property Services

Two major national consultations have been conducted over the summer by NHS Property Services. We attended all the briefings and represented many members in the consultation and submitted claims where we believed members had been wrongly matched. Our dedicated group of reps were able to get some good results for our members. We do however need more reps to join our group – especially in the south of the city – to ensure that we can cover the full city. For an informal chat about what is involved please give us a ring on 0161 720 2149.

Care Workers for Change say time to PAY UP!



Care workers FOR CHANGE

There are over 200,000 social care workers in the NW and 85% of them are employed in the private and voluntary sector. Despite being commissioned by the public sector and despite working hard to provide care for the most vulnerable in our society – terms and conditions of employment in this sector are amongst the worst in the country.

That is why UNISON NW has established “Care Workers for Change” and the “Demanding Dignity in Social Care” campaigns. Deploying organising staff and resources to support social care workers to organise strong and sustainable workplace unions with key demands such as the real living wage, occupational sickpay and an end to zero hours contracts.

Alongside the organising campaign sits a litigation strategy to legally challenge



those employers who we find to be in breach of the national minimum wage. UNISON NW are currently pursuing £650,000 of NMW backpay claims against 12 social care providers on behalf of 145

members, with an average claim value of £4,500.

Some of the claims currently being pursued are against the many providers which refuse to pay for the travel time between home care visits. This is common practice in the home care sector. Despite a growing body of case law which confirms that time travelling between visits must be treated as working time and paid accordingly, the majority of home care providers ignore this requirement and continue to exploit their low paid female workforce.

UNISON cases have revealed home care staff in Greater Manchester being paid average hourly wage rates as low as £4.30 p/h – that’s against the current national minimum wage rate of £7.50 (25yrs and over), the real foundation living wage rate of £8.45 and less than half of the Labour Party commitment of a £10 p/h minimum wage.

The worst offender we have encountered to date is wholly



owned by City and County Health Care. City and County own so many providers that they are collectively the 3rd largest provider of home care services in the UK. In 2016, whilst paying unlawfully low wages to many of their 7,600 care workers, the company made £13m in profit.

City and County is itself owned by Graphite Capital – a private equity firm based in the tax haven of Guernsey and is known to use technically legal, but completely immoral, tax avoidance schemes to ensure it can continue to take, take, take, without returning any profit back to the public sector through tax.

UNISON will continue to pursue providers like City and County to ensure that they PAY UP NOW whilst working to organise with care workers to raise standards of pay and terms and conditions of employment across the sector.

Further information on the campaign can be found on at www.facebook.com/Care-Workers-For-Change and twitter @CW4Change

Join UNISON – essential cover if you work in public services

Please complete and return to:- Trade Union Office, North Manchester General Hospital, Delaunays Road, Manchester, M8 5RB

1 Tell us about you

Title	First name
Surname/family name	Date of birth / /
Home address	Postcode
email	
Phone number (please indicate if home, work or mobile)	National insurance number (from your payslip)
Please give your ethnic origin: (tick one box)	
<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Pakistani
<input type="checkbox"/> Chinese	<input type="checkbox"/> Asian UK
<input type="checkbox"/> Indian	<input type="checkbox"/> Asian other
<input type="checkbox"/> Black African	<input type="checkbox"/> Black UK
<input type="checkbox"/> Black Caribbean	<input type="checkbox"/> Black other
<input type="checkbox"/> White UK	<input type="checkbox"/> Irish
<input type="checkbox"/> White other	

2 Tell us about your job

Employer's name
Your job title/occupation
Workplace name and address
Postcode
Payroll number (from your payslip)

3 What you will pay each month

Please tick the appropriate box for your earnings before deductions.

Annual pay	Your subscription
Up to £2,000	£1.30
£2,001–£5,000	£3.50
£5,001–£8,000	£5.30
£8,001–£11,000	£6.60
£11,001–£14,000	£7.85
£14,001–£17,000	£9.70
£17,001–£20,000	£11.50
£20,001–£25,000	£14.00
£25,001–£30,000	£17.25
£30,001–£35,000	£20.30
over £35,000	£22.50

4 Choose your political fund

One of the ways UNISON works on your behalf is through political campaigning. Your subscription includes a political fund payment so you won't pay any extra, but in UNISON you choose how you want that money to be used.

Please tick one box only.

- Our Affiliated Political Fund takes UNISON members' views directly into the Labour Party, working to promote UNISON policies.
- The General Political Fund is used to pay for branch, regional and national campaigns but is independent of any political party.

5 Choose how you wish to pay Please tick ONE box only

EITHER deduct from salary:

- I wish to join UNISON and authorise deduction of subscriptions from my pay by my employer.

Signature

Date

OR pay by direct debit:
please complete the direct debit form below

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Please go to unison.org.uk/privacy-policy to see how we will protect and use your personal information

Instruction to your bank or building society to pay by Direct Debit

Please fill in the form and send to UNISON, 730 Euston Road London NW1 2AY

Name and full postal address of your bank or building society

To: The Manager Bank/building society

Address

Postcode

Name(s) of Account holder(s)

Bank/building society account number

Branch sort code

Service User Number

Reference number (for office use only do not complete)

Please pay UNISON Direct Debits 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 UNISON and, if so, details will be passed electronically to my bank/building society.

Signature(s)

Date

