

ONE UNISON VOICE



Newsletter of Salisbury Health Branch

January 2023

Your Branch Annual General Meeting

You are cordially invited to the Annual General Meeting of Salisbury Health Branch of UNISON which will be taking place on:

Wednesday 15th February 2023

In Meeting Room1, Salisbury Methodist Church, St Edmunds Church Street, Salisbury and also via Teams online conferencing

Please contact the Branch Secretary (see page 4) for a weblink to join the meeting

What is the Annual General Meeting?

The AGM is your opportunity to decide who your union representatives will be for the for the year ahead. We elect your Branch Officers and accredited workplace reps (e.g. stewards and safety reps) every year.

Your branch officers are the senior representatives of the local organisation of our union and they have a responsibility to work on your behalf on the Branch Committee for the following year managing member engagement, organisation, resources, strategy, policy, recruitment, communications and representational arrangements.

The branch officer positions that are up for election this year are:

*Chair & Vice Chair
Secretary & Assistant Secretary
Treasurer
Health and Safety
Education Co-ordinator (union activist training)
Lifelong Learning Co-ordinator
Welfare
Equalities inc. Lesbian & Gay and Transgender+*, Black & Ethnic Minority*, Disabled*, Women*,
Communications
International
Membership
Environmental
Young members*
Retired members *
Labour Link *
Auditors*

** Please note that those posts marked with an asterisk have some restrictions about eligibility for nomination.*

You can apply in advance to become a branch officer by submitting a nomination form, signed by two other branch members, by **8th February** (please contact the Branch Secretary for a form). Where no advance nominations are received then a vacancy is open to volunteers from the floor at

the meeting on 15th February. An election will be held for any contested positions at the AGM meeting or by a ballot of the whole membership depending on the role.

The AGM is your opportunity to hear what your officers have been doing on your behalf since they were last elected and to set the priorities and policy for your branch for the year ahead. The AGM also receives a report on how the Branch Committee has used it's share of our union's finances over the last year and gives updates on other activity and recruitment and organisation.

Access

If you need any assistance in accessing the AGM please contact the Branch Secretary in advance of the meeting.

Motions

You are encouraged to submit a motion if there is an issue or policy that you feel strongly

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about and that you wish the union to take up or about any campaigns that you think we should run. You can submit motions for debate and discussion at the meeting by sending the text to the Branch Secretary by **8th February**.

Do please be aware that for individual case matters you should raise them in the normal fashion via your accredited local representative, or if you have any issues or complaints about specific representation issues from the branch or our representatives then you should raise them in accordance with UNISON's complaints procedure (please contact the Branch Secretary for information).

Branch rules

The AGM may consider amendments to our branch rules and copies of the existing branch rules are available on request from the Branch Secretary, or are posted on UNISON's hospital intranet page. Proposals for any changes to be sent to the Branch Secretary by **18th February**.

Conduct at the AGM

We want the AGM to be a friendly and comradely experience and all members attending the meeting will be asked to conduct themselves according to UNISON's 'Working Together Guidelines', copies of which are available from the Branch Secretary in advance.

This year we will not be meeting physically due to the pandemic measures still ongoing and we will do our best to facilitate a decent meeting despite the unusual circumstances.

I look forward to seeing you at the meeting.

Mark Wareham,
Branch Secretary

Donation to There For You

Our branch made a donation of £500 to our union's There for You charitable welfare fund at the end of last year. The fund has focused attention recently on providing grants to members in financial hardship as a result of the cost of living crisis.



about workplace safety.

What do Safety reps do? Safety reps: talk to members about their health and safety issues

To learn more about becoming a rep, you can take part in some of our taster webinars.

Although there is legally no training required your branch may ask you to undertake some training. Safety reps are entitled to time off for training. Your branch will help in getting this agreed by your employer.

Become a Safety Representative

Workplace safety is very important for our wellbeing. But we can't make workplaces across the public sector safe without YOU.

The words 'Health and Safety' may conjure up visions of clipboards, regulations and paperwork, but it's really not like that.

Being a Safety rep means you will be playing a crucial role in making sure your workplace is safe, secure and clean for all your colleagues and service users.

You'll also gain new skills and meet others who are passionate

and work together with management to resolve these issues. investigate potential hazards raise concerns with your employer to improve safety in the workplace and deal with specific problems that arise at work promote better health and safety in the workplace and encourage everyone to get involved in the union – UNISON is the union that gets things done.

How do I become a Safety Rep? We don't expect you to be an expert from day one, we'll train you in every aspect of the role. Ideally you should have reasonable experience of your workplace and how the work is done. However, you'll be supported all the way by one of our union organisers from your regional office.

UNISON provide various online options including a short introductory course, or a course of six 90 minute classes, once a week. There'll be a chance to chat with other new safety reps and get more one to one time with the tutor if you need it. There are also other specialist courses on various subjects.

We also have an online community, our Organising Space, where you can chat with other Health and Safety reps around the country.

Please contact the Branch Secretary (see page 4) if you are interested in more information in becoming a safety rep, or any other kind of union rep. We are very keen to support you in getting active in your union.

2023

YEAR OF BLACK WORKERS

Establishing legacy to generate change

UNISON
the public service union

Dates for the Diary

May Day (or Labour Day holiday) —1st May 2023

Sunday 16th July 2023—
Tolpuddle trade union festival, Tolpuddle, Dorset

Whilst progress in the workplace for the Black worker in terms of tackling structural, systemic, and institutional racism has been evident, it has been painfully slow. In 2022, London CNN Business reported that 41% of Black workers in the UK have suffered racism in the workplace in the last five years. The costs of racism and racial inequalities in all its forms in the workplace, go far beyond the pound and penny. The negative impact on Black workers' mental health, self-confidence, and the continued promotion of in work poverty as many Black workers must take on two or more additional jobs to make ends meet.

We decided to make this year the Year of Black Workers and we will reflect and celebrate the works of those Black workers gone before us and drive home the message that trade unions in the 21st century are stronger with Black workers.

Together we will be **Establishing Legacy to Generate Change.**

Do you pay subs by direct debit?

If you do now would be a good time to check that you are still paying in the correct subscription band. You should pay in the subs band according to your average gross (before tax) pay and if you have more than one job it should be based on your total income from all employments.

Here are the UNISON subs bands (based on annual salary—if you are paid monthly, multiply this figure by twelve to discover which band you should be in) -

Annual salary	Monthly cost
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

If you work out that you are in the wrong subs band, please contact the Branch Secretary (see page 4) and inform him of your new banding and they will arrange to adjust the rate.

Please do ensure that you are paying the correct subscription rate because your right to legal assistance and representation does rely on correct payment of subs. If it is later discovered that you are underpaying on subs your right to legal assistance or representation on an issue could be withdrawn until you were to pay arrears, which could be a significant sum depending on the length of underpayment. If you have any questions about this or need assistance in calculating your banding please do contact the Branch secretary (see page 4).



Rest in Peace

In memory of two former colleagues of long standing who recently passed away -

William Miller

Chris Racey



WHO'S WHO IN THE BRANCH

Chair —
Zara Salisbury

Secretary & membership—
Mark Wareham

*Vice Chair, Treasurer, Health
& Safety and Black
Members*—Denis Bangura

*Women members & Labour
Link*—Caroline Corbin

*Disabled members &
LGBT+*—Mehdi Belbahi

Welfare—Clare Christopher

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nhs.net

UNISON's website -
<http://www.unison.org.uk/>

Upcoming UNISON Events

Please let us know if you are
interested in attending any of
these events or conferences -

National Delegate Conference
13th to 16th June
Liverpool

Retired Members
3rd to 4th October
Edinburgh

Disabled Members

28th to 30th October
Edinburgh

LGBT+ Members
10th to 12th November
Liverpool

Young Members
24th to 26th November
Newcastle

2021 Diaries and A3 Wall Calendars

We still have a limited
number of diaries and
calendars available for
members. Please
contact the Branch
Secretary if you would
like one.



Deadline date for next issue—summer 2023

Edited by: Mark Wareham

This newsletter is published by SALISBURY HEALTH BRANCH UNISON

*The views expressed in this newsletter are not necessarily those of
UNISON, the branch or the editor*

It is in all our interests that we have a strong union. The more members
we have the better job we can do. Why not encourage colleagues to join?
Please do give them the slip below and advise them to drop us a line.

Everyone needs a helping hand at work sometimes.

Joining UNISON — Britain's biggest union — gives you a voice that's heard. So from negotiating better pay and conditions to supporting you in cases of grievance or disciplinary action, advice on health and safety or education and training, your UNISON branch is there to help. And it offers a great range of extra membership benefits too.

Join **UNISON** — altogether a better union.

To join contact your UNISON rep

See above

UNISON *direct*

Or call the UNISON recruitment hotline **0800 0 857 857**

UNISON
Salisbury Health Branch