

ONE UNISON VOICE



Newsletter of Salisbury Health Branch

May 2019

Securing the Future of our Union and our Movement

By Mark Wareham, Branch Secretary

We often say that the young are our future, and that is as true of trade unions as it is anything else. Unless unions recruit and organise young workers there is a danger that we will slowly diminish as longer serving and older members and workers retire from the workforce. Trade unionism in the public sector is healthier than most of the rest of the economy, but we are not immune from the affects of a changing environment where younger people may not be as used to unions as, say, were previous generations who saw the wonderful strength that our movement could give working people in the face of exploitative employers and ruthless governments.

2019 is the Trade Union Congress' year of the young worker and at our union's health conference this year we

Celebrating the
YEAR OF
YOUNG WORKERS

pledged to -

- work with our education service LAOS to ensure that our activist training is relevant to young workers;
- understand and remove practical barriers to joining UNISON faced by young healthcare workers;
- ensure recruitment and promotional materials are more relevant to young healthcare workers;
- further encourage the use of social media platforms such as WhatsApp to recruit and organise young

- healthcare workers;
- share and promote examples of young member activism within health branches;
- develop key bargaining and negotiating advice to cover issues relevant to young healthcare workers;
- work with the national young members forum to integrate key bargaining priorities into future NHS pay claims.

There is a lot more we can do and locally one key objective we have is to recruit a new branch Young Member's officer after the previous incumbent 'retired' last year. If you are under 27 and would like to get active in your union please do contact me (see page 4) and we will support you in helping us to organise and represent young workers in our branch.

Next Branch General Meeting

All members are cordially invited to attend the next open meeting of the branch on -

Tuesday 11th June
6.15pm till 7.30pm

Meeting Room 1, Salisbury Methodist Church, St Edmunds Church Street, Salisbury.

Please contact the Branch Secretary (see page 4) if you want further information prior to the meeting.



Health Conference Report 2019

From Branch Delegate, Caroline Corbin

I am a first time delegate at a UNISON Conference. I arrived early for our health group conference on the Sunday evening full of trepidation. I checked into the hotel which was a little quirky but comfortable! Then set off to the Bournemouth International Centre for a new delegates briefing. Everyone I met on the way was very accommodating and friendly, Bournemouth offered a warm evening the sound of the gulls and sea were very welcome too.

After the briefing it was time to head off for the South West reception a chance to meet other delegates and hear more of the good work the Health Group Executive (HGE) do. Our own Mark Wareham and Trudie Martin from North Devon, our South West representatives on the HGE, outlined some of the motions for debate including one which is most likely to bring about a debate—on changing leave years in the NHS (which was not agreed). This year there are twelve more motions than previous, excluding the emergency motions up for debate.

Scotland has called for a review of conference to see if it can be condensed into two days. A chap from Standing Orders Committee explained this was requested last year, and that where possible if time allows, items are brought forward for debate when time allows.

I then headed off to read all the paperwork ahead of business tomorrow.

Monday
The opening speech from Gordon McKay UNISON President was a great start to conference. We were addressed by Roz Norman Chair of Service Group Executive Committee.

There followed a launch of our Health Heroes awards and nominations are now open. These Health heroes can be from any part of our NHS. We also saw a brief clip from a Porter on life on the front line.

Motions on Health and Well-being were the order of the morning and all speakers were passionate in their delivery. I even had a go myself! All of the motions presented highlighted the disparity between mental health and physical health provision. There were many mental health workers who highlighted burn out. Not to mention the minority groups of Lesbian Gay Bisexual and Transgender, disabled and men who often find it hard to open up about mental health as it is often seen as a weakness. We need to be stronger in our campaign to seek equal parity and strive to excel at providing help where



Pictured above—our delegate, Caroline, speaking at the conference rostrum on a motion about disabilities.

and when it is needed. With the many speeches we cut to our guest speaker. Motions will resume after lunch.

The guest speaker Andy Bell from Centre for Mental Health gave a run through of the many papers which have been written almost annually since 2010 and probably before. These papers all of which have merit never seem to go far enough.

The afternoon session was again full of enthused speakers. Policies covered were Menopause and disability absence -both topics are of interest. The Menopause motions caused a few laughs especially when one speaker reminded us that men suffer too with the Menopause. Also highlighting that men hold onto their virility well into their 80's which made our President shake his head. It was also sad that some women who are suffering the

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symptoms of menopause often face disciplinary proceedings if their concentration or abilities are hampered through this, rather than being afforded the understanding which they most need.

Tuesday

Another guest speaker to start the day Andres Sutcliffe Chief Executive and Registrar Nursing and Midwifery Council, and another video from Voices on the frontline – this one was the role of the Medical Secretary and how they deal daily with patients who are concerned about results to those waiting for a much needed operation date and how they often deal with more than one consultant which can mean dealing with 100's of emails etc as a matter of course.

Many more motions were tabled, and enthusiasm was abundant. Along with calls for the debate to be shortened in case we over ran and risked missing out on our General Secretary Dave Prentis giving his speech. As best the delegates could they obliged with short recounts of experiences shared.

The lunchtime focus group that I attended on Protecting Health Staff from violence at work saw delegates and visitors take part in a discussion around if de-escalation training works, or if supportive leadership helps Tony Zarola a chartered occupational psychologist article may be found here - https://www.researchgate.net/scientific-contributions/42744012_Bernard_Beech

Tim Sanders



The afternoon was about Agenda for Change, Pay, Terms and Conditions, with some composite motions to be debated. The afternoon whizzed by and then it was time to support the social event for a worthy cause to help mothers and babies in Africa who have suffered significant hardship due to floods.

Wednesday

The final day. Everyone seemed keen to kickstart the business of the day. We debated the business left over from yesterday and completed today's business. The bone of contention was when Health Conference organisation was raised. The Scottish region wanted to have a review of conference which has in recent times seen the 3 full day conference cut to 2.5 days. This had strong opinions on both sides, so much so I was undecided and didn't vote. My reasoning being that following Conference there will be an evaluation process and if then it is clear there needs to be an extension to proceedings or a cut then it can be explored.

The final ordinary motion 'A Strategic Plan to defend the

NHS', saw me once again take the floor to say that we have to cease with the Magpie mentality where the Government hand in hand with the private sector ride roughshod over our NHS and the only chance to stop this is for a General Election. Mark pointed out that I had forgotten to say my name or branch when I had taken the rostrum.... Whoops it was only my second time of speaking.

What a fabulous opportunity to represent our branch at this conference and thanks to the branch for electing and supporting me in attending.

Comment from Mark Wareham, Branch Secretary and HGE member

I'd personally like to thank Caroline for attending and participating in conference, sitting on the top platform as I was it was great to see our delegate so engaged with the activities and get up to speak as a new delegate, not just once, but twice. It's a daunting enough prospect for seasoned conference goers like me but, like Denis Bangura before her, Caroline did our branch proud with her work for us that week.

WHO'S WHO IN THE BRANCH

Chair —
Zara Salisbury

Secretary & membership—
Mark Wareham

Treasurer—Sheila McQueen

Lifelong Learning—Anne Marie
Fitton

Equality—Chris Webb

**Women members & Labour
Link**—Caroline Corbin

Disabled members—Mehdi
Belbahi

**Black members & Health and
safety**— Denis Bangura

Welfare—Clare Christopher

Retired members—Dianne
Bartlam

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<http://www.unison.org.uk/>

Tim Sanders



Branch member wins compensation

A branch member has won about £3500 in compensation through our legal services provided by Thompsons solicitors after suffering a road traffic accident.

Don't forget, that in addition to the work related legal cover that UNISON offers our members on employment, work related criminal matters and work related personal injury matters, UNISON provides legal support for all members and their families on-

- Personal injury – away from work, on holiday or on the roads
- Reduced rates for wills and conveyancing

Deadline date for next issue—Sept 2019

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 public service 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.

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To join contact your UNISON rep

See above

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

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