

# ONE UNISON VOICE



Newsletter of Salisbury Health Branch

October 2018

## Don't Break the Heart of our Hospital No New Subco!

UNISON Salisbury Health branch has led a campaign at the District Hospital against a proposal by the NHS Trust to transfer jobs and Estates, Finance and Procurement services into a new wholly owned subsidiary company (subco). The proposal would mean about 375 staff moving out of direct employment with the NHS and the creation of a two-tier workforce with new (non-NHS) company conditions of employment and a break from the NHS Pension Scheme for new starters.

Whilst transferring staff would have some protection of their pay and conditions under TUPE law; as we saw with the transfer of local laundry services to a subco, employers can ride roughshod over such protections if they believe that they have a so-called Economic Technical and Organisational reasons for forcing changes after transfer. NHS Pensions are also protected thanks to concessions won by UNISON due to our industrial action over government pension

changes in 2012. However new starters in a subco are likely to be on a much worse scheme with a much lower employer contribution rate and less guarantee of the value of the pension on retirement.

Mark Wareham, Branch Secretary says "This subco would fragment our hospital team and lead to already low paid workers being treated even worse and unfairly. We are, and should remain, One Team for patient care, without artificial organisational barriers being placed between us. There is nothing 'subsidiary' about cleaners, porters, telephonists and maintenance staff. They are integral to our healthcare services and are at the centre of our NHS. It would truly break the heart of our wonderful hospital if this subco was to go ahead."

The branch have already taken lots of actions to oppose this proposal including -



- Organising a lobby of the Trust Board AGM on 24th September as was reported in the Journal (see above).
- Organising a petition of affected staff, to date 260 have signed to oppose the subco.
- Recruited more members to build our union strength in these services.
- Accredited four new stewards.
- Produced a detailed 38 page submission to the staff consultation.
- Held meetings with our members and other staff to

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brief them about our views on the subco.

- Lobbied our local MP and Trust governors.

As we went to press the Trust's subco proposal was on put

hold pending new regulations being introduced by NHS Improvement (the government regulator of NHS Foundation Trusts), and we have started a formal industrial action ballot of our members in these departments.

Please keep an eye open for updates from the branch by e-mail. If the ballot leads to strike action we may ask for your active support for your fellow union members in dispute.

### 2019 Diaries and Wall calendars

The branch have ordered a limited supply of slimline diaries and A4 wall charts that are available to members whilst stocks last. Please contact the Branch Secretary (see page 4) if you would like a diary or chart.

# One Team for Patient Care Campaign Week



As you know, it takes One Team to deliver quality patient care, Whether that's a Medical records clerk or registered nurse, a porter or a doctor, a cleaner or a therapist, all have vital roles to performs and healthcare services would not operate effectively without any of them.

UNISON's One Team campaign week takes place on 5th November and look our for our campaign stalls -

- One Tuesday 6th November (weather permitting) - Cheesemarket, Salisbury from 9am till 2pm
- 
- On Friday 9th November—Springs Restaurant, Level2, SDH from 11am till 2pm.

### Happy 70th Birthday to our NHS

On 7th July this year our National Health Service was 70 years old and to mark this anniversary we offered members a coffee and cake in Springs Restaurant at Salisbury District Hospital. Pictured right getting his slice of cake is our steward Ed Dadd and Branch Treasurer, Sheila McQueen.



### UNISON Membership Stall

There is a membership and campaign stall in Springs Restaurant on Level 2 on Thursday 25th October from 10.30am till 2.30pm. Please do pop along for any of our freebies, including our ever popular range of stress relievers.



### Branch General Meeting

The next open meeting of the branch, to which all members are cordially invited, will take place on—  
**Tuesday 23rd October**  
**At 6.15pm**

*In Meeting Room 1, Salisbury Methodist Church, St Edmund's Church Street, Salisbury*  
Please contact the Branch Secretary for further details including an agenda.



# Conference Report 2018

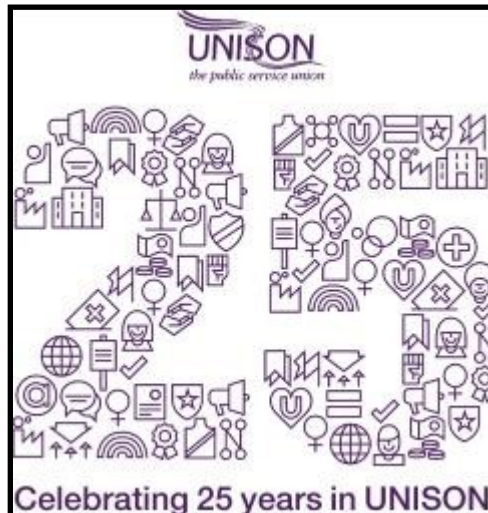
UNISON is 25 years old this year. A dedicated public service workers union it was created from the merger of founder unions the National Union of Public Employees (NUPE), the National Association of Local Government Workers (NALGO) and the Confederation of Health Service Employees (COHSE). This was our 25 national delegate conference and our branch delegate was Denis Bangura and this is his report -

Brighton was the host of our conference and what an event it was, it was my first time attending and I couldn't have been more unprepared for how political it got. It started with a rousing speech by our General Secretary Dave Prentis where he celebrated our 25th birthday by listing all our success such as the minimum wage and the living wage, to putting mental health at the forefront of our agenda, and our most recent victory where we scrapped the employment tribunal fees brought in by the Conservative Party. Although we were warned that our union would never work he took great pride in saying that we were still here after 25 years and we will still be here for a lot longer. We showed solidarity with the other branches that had been on strike this year, as he called out a list each branch received a huge round of applause as these branches took the ultimate step in our fight in defending their workers' rights.

After the speech we got down to business and for those that may not know some of the policies that are adopted at the conference promoted by our union, including to the Labour party so that they can be enacted. We have a link with the Labour Party so that we can have a party in power that will really listen to our members needs and act on them. The motions ranged from outsourcing, supporting our private sector workers, shaping and resourcing our future, better training and support for our branch activists, low pay and women in UNISON, maternity rights, mental health and employment, disability leave agreement, and the housing

crisis and its effects on workers. These were just some of the 133 motions put forward for debate. Unfortunately we were not able to debate all 133 but we did get through a lot of them, and the ones that were not debated were put forward to the NEC to decide whether to support or not.

One motion that got conference all worked up was motion 129 put forward by South East region and Composite A put forward by the NEC. 129 was calling for more autonomy for branches to be able to spend its funds as it sees fit, given our ever changing work environment with outsourcing an ever increasing problem; it was thought that if branches were able to spend the



money where it was needed most then this would benefit our members more. Whereas the NEC composite just called for a review. So on one hand we had calls for more autonomy for the branches and on the other more central control. After the different sides gave their speeches it was put to a vote and there was uproar when the president said that composite A was carried because to everyone else in the hall it was clearly defeated. And it was a proud day for democracy when our fellow brothers and sisters all stood up demanding another vote, although the chair tried to talk us down in the end the chair had to put it to a card vote because we were not going to back down. It was a tense moment as the card votes were being counted but when the results were announced later that afternoon the hall just erupted with great woops of delight. 394,990 for

and 609,044 against, it was a shame to see our leaders try to do a power grab like that but I was glad to have stood up with my comrades in demanding a card vote. Hopefully they won't try anything like this again.

The second day and lots more motions and I am glad to say that we agreed to make 2019 the year for young workers. This initiative is about recruiting more young members into our union because research has shown that if you don't join a union by the time you are 25 you are less likely to join one later in life. Of course there are exceptions to that rule, I am for one but in general the older you are the less likely you are to join. So in 2019 we shall look to recruit more young members because they are our future in making sure our Union is still around in another 25 years.

The third day was started with a speech by Dr Lorretta Johnson who is the secretary-treasurer of the American Federation of Teachers. She started by congratulating us on our new Duchess, as she said she too is also a proud African-American with a passion for justice though she has a little bit more experience than the Duchess. Lorretta has been in the Union for 60 years and she started out as a teacher's assistant earning just \$2.25 an hour, where she organised her fellow workers into the Baltimore Teachers Union where she negotiated better pay and conditions for them. This was all against a backdrop of racism, sexism, and crime. She also called on us to reject Trump and all that he stands for, she said that she doesn't even call him Trump but No. 45 which got everyone in the hall on their feet clapping and cheering. She said that under No. 45 she had to work again because his party and the far right has seized the opportunity to destroy the public sector unions. She reminded conference that throughout history dictators have built power by destroying the unions and undercutting education. Lorretta also reminded conference that No. 45 had blood on his hands due to his inhumane policy at the Mexican border, and that she was determined

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## WHO'S WHO IN THE BRANCH

**Chair & Young members—**  
Zara Poole

**Secretary & membership—**  
Mark Wareham

**Treasurer—**Sheila McQueen

**Vice Chair & Lifelong  
Learning—**Anne Marie Fitton

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

**International & Ass't  
Secretary—**Ed Dadd

**Equality & Disabled  
members—**Mehdi Belbahi

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

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that we should not let him win. She finished off by saying that Dr King's dreams did not die with him but we are still dreaming those dreams, of a just and better society, and we will achieve them. She told delegates that she had been a fighter her whole life and "If you see me in a fight with a bear, help the bear!"

The fourth day was trying to get through as many motions as possible; which can be quite hard as you have very passionate speakers trying to get their message across. We also had a speech from Labour shadow education secretary, Angela Rayner, where she told of her humble beginnings of a single mother working in a nursing home to joining Unison and becoming active in it to the position she now holds. Listening to her you couldn't help but feel that she has a lot further to go. Angela then said that Labour would introduce "genuine" pay bargaining bodies, bring back NHS bursaries for Nurses, and bring the Union Learning fund to pre Tory government levels. She also said that there would be more support for so called "support staff" even though we know with these so called "support staff" the NHS would not survive. Angela also said that Labour planned to introduce a national education service that would be a cradle to the grave system that would provide support at every stage in life. She felt that this was an important policy because education is not just important in its own right, but because it also shapes our society and shapes who has wealth and who has power.

We had several motions about Grenfell which were very moving and as solidarity we were all given Green scarves to wear to show out support for the victims of that tragic event. There was one poem that was written by Lisa Dempster that captured the mood (please contact me if you would like a copy of this moving poem about the loss of a child at Grenfell). So although it was a very emotional ending it was a very useful and informative first time National Delegate Conference, I can only recommend that you attend one because the comradeship and ideas you have and hear are all well worth it. Thank you to the branch and our members for supporting me in attending and acting as your representative.

*Deadline date for next issue—mid-January 2019*

*Edited by: Mark Wareham*

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*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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See above

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