

ONE UNISON VOICE



Newsletter of Salisbury Health Branch

Autumn 2023

One Team Day 2023

UNISON's One Team campaign gives health care support staff the recognition they deserve.

Who do people see when they think of healthcare staff? Probably doctors, nurses and paramedics. but almost half the staff in the NHS (around 470,000 people) are in clinical support or infrastructure support roles.

These unsung heroes are playing a vital role in tackling record waiting lists and they work tirelessly throughout the health service to clean wards, maintain vital equipment, order medical supplies,

book appointments and cook meals – all to ensure that patients get the care they need.

These staff don't always get the recognition they deserve, but UNISON is proud to represent them, and proud of the important role they all play in patient care.

We have designated - **15th November 2023** as being our One Team day where we promote our campaign and celebrate all healthcare workers and their contribution to our services.

Please do come along to our stall in Springs Restaurant at Salisbury



District Hospital between 11am and 3pm for more information and for other membership information and freebies for members.

For more information about our campaign, including some 'voices from the frontline' videos from Medical Secretaries and Porters please visit this website—

<https://www.unison.org.uk/our-campaigns/one-team-for-patient-care/>



NHS staff are all One Team

cleaner porter cook laundry assistant administrator medical secretary receptionist catering assistant security officer ward clerk maintenance assistant electrician housekeeper human resources assistant domestic cleaner porter cook laundry assistant administrator medical secretary receptionist catering assistant security officer ward clerk maintenance assistant electrician housekeeper human resources assistant

#oneteamNHS

UNISON—End Violence and Work Now!

For some years now, it has been recognised that violence towards people working in public services, is a significant problem and it's getting worse. UNISON evidence gathering consistently finds high levels of members experiencing incidents of violence or aggression at work.

Data gathered by the Health and Safety Executive (HSE) has also shown that violence and verbal abuse of workers is an acute problem. UNISON believes violence must not be seen as "part of the job".

Appalling incidents include staff being punched, pushed and kicked. Staff have also been threatened with weapons and held against their will. UNISON Reps tell us they are seeing more and more examples of violence against members who are simply doing their jobs.

UNISON wants to work with employers to put in place a basic level of monitoring, support, safeguards and training. These are measures that every employer should be able to deliver. We are asking only that employers take their duty of care to staff seriously.

UNISON defines violence at work as "Any incident in which an employee is abused, threatened or assaulted in circumstances relating to their work." Meeting these

standards will show the workforce and the employers' stakeholders that organisations are serious about protecting their staff. Additionally, meeting the standards shows the organisation is prepared to put in place measures that

prevent people they are responsible for from being assaulted as they carry out their work.

We are asking all public sector organisations to sign up to our Charter Standards (see below).

The Violence at Work Charter standards

To qualify for the UNISON Violence At Work Charter mark, employers must meet the following standards:

1. The employer has a written violence and aggression at work policy, which is available to all staff. The policy should also cover lone working.
2. Responsibility for implementing these policies lies with a senior manager.
3. Measures are taken to reduce staff working in isolated buildings, offices or other work areas to a minimum.
4. Staff are encouraged to report all violent incidents and they are told how to do this.
5. The employer collects and monitors data on violent incidents on a regular and ongoing basis.
6. Where they are in place, union safety reps are able to access this data and are consulted on solutions to issues relating to violence in the workplace.
7. Thorough risk assessments are conducted for staff placed in vulnerable situations.
8. The employer has support pathways in place for staff who are victims of violence at work, so that they know where to turn for advice and support.
9. Training to ensure staff are aware of the appropriate way to deal with threatening situations.
10. Where appropriate, independent counselling services are available to staff who are the victims of violence at work.

NHS Job Evaluation Update

The national Job Evaluation Group of the NHS Staff Council is currently reviewing band 5 / band 6 Registered Nurse Job Profiles. When this

work is complete, it is likely that the JEG will advise employers to review local banding in the context of the changed profiles and job roles. We'll update members on this

project when there is more information from the review. In the meantime NHS members should approach the branch for advice on any rebanding claims.

Happy 75th Birthday NHS

5th July 2023 was the NHS' 75th Birthday and our branch celebrated this milestone at our membership and campaign stall at Salisbury District Hospital with free coffees and cakes for visitors. Pictured is Branch Secretary Mark Wareham with a cake that the branch had commissioned for the event.



General Member's Meeting

There will be an open meeting of our branch of the union taking place on—

Tuesday 31st October 2023

At 6.15pm at -

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

Or you can join us online, please contact the Branch Secretary (see page 4) for a weblink.

All branch members are welcome!

October is Black History Month and we celebrate the heritage of our Black members. In UNISON, Black is used to indicate people with a shared history. Black with a capital 'B' is used in its broad political and inclusive sense to describe people in Britain that have suffered colonialism and enslavement in the past and continue to experience racism and diminished opportunities in today's society. To find out more about our Black Members Self Organised Group and how you may get active in our union, please

contact our Black Members Officer (see page 4) and for more on the Month please visit this weblink -

<https://www.unison.org.uk/about/what-we-do/fairness-equality/black-members/black-history-month-and-the-history-of-black-trade-unionism/>



WHO'S WHO IN THE BRANCH

Chair and Equalities —
Zara Salisbury

*Secretary &
membership*—Mark
Wareham

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

*Women members &
Labour Link*—Caroline
Corbin

Welfare—Clare
Christopher

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

PUT
NHS
PAY
RIGHT

UNISON
the public service union

What do you
think about
your pay?

UNISON is gearing up for our NHS pay claim for 2024.

Now is the time to speak up about:

- basic pay
- fair grading
- proper overtime
- meaningful career progression

Your voice matters: every staff member, in every role, on every pay band, will shape this claim. Make sure you and your colleagues aren't left out.

unsn.uk/nhspay24



Conferences, please let us know if you are interested in attending any of them -

- National Women's Conference—15th to 17th February 2024, Brighton
- National Health Conference—8th to 10th April 2024
- Get Active in UNISON—17th and 18th May 2024, Taunton
- National Delegate Conference—18th to 21st June 2024, Brighton

Deadline date for next issue—mid-January 2024

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