

ONE UNISON VOICE



Newsletter of Salisbury Health Branch

Sept 2020



NHS Pay Campaign

We have launched an important new campaign for -

- An early payment of the annual cost of living pay rise, which would normally be due in April 2021, we are calling for it to be awarded before the end of this year
- A rise of at least £2,000 on each pay point

We submitted the claim to the government at the end of August and we think that it is a fair and reasonable one for the whole NHS team.

It isn't complicated and it

could be implemented quickly.

Our members agree, over 8 out of 10 members in the NHS said that they would support a campaign for a rise of £2,000 for all NHS staff and that that would make a meaningful difference to their spending power, which is what is needed to inject money into the economy at the moment.

We know that our members are in favour of a flat rate increase, 70% said that they approved of such a claim and it would mean -

- A rise of over £1 an hour for all NHS staff
- A consistent rise for all workers, reflecting the equal contribution made by everyone on the NHS team during the Covid 19 pandemic

- A new minimum wage in the NHS of £10.23 an hour
- A new starting rate for band 5 of £27k a year
- A rise for NHS workers up to band 6 of over double the rate of RPI inflation, representing a catch up on at least some of the lost pay from 2010 to 2018 which we think we still deserve back.

Please do support and join our campaign and do contact your local MP to call on them to support it. Thanks for the claps, but its now time for a real reward! Look out for local campaign activity through regular hospital e-mail updates from our lead NHS steward, Mark Wareham.





2021 Diaries
We have purchased some slimline UNISON diaries for members. Please do contact the Branch Secretary if you would like one.

Pay Direct Debit? Check your subscription rate
Members must pay the right subs rate to get help from us, so if you pay by DD and want to check that you are in the right subs band please contact the Branch Secretary.

Branch General Meeting

Due to ongoing Covid-19 control measures our next branch general members meeting will take place online via the GoToMeeting web platform and all branch members are cordially invited to attend. It will take place on -

**Thursday 22nd
October 2020**

**At 6.15pm until
7.30pm**

To get a weblink to join the meeting please contact the Branch Secretary, see page 4.

**CLAPPING
DOESN'T
PAY
OUR
BILLS**

UNISON
#PAYUPNOW

We deserve a pay rise

Salisbury Health nominates Christina McAnea to be our General Secretary

Your Branch Committee have voted unanimously voting to nominate current Assistant General secretary Christina McAnea for the upcoming election of General Secretary, which is taking place with the announcement of the retirement of Dave Prentis. The branch nomination follows the national Health Group nomination of Chrstina, see their statement below. Please do make sure that you vote in this very important election. The General Secretary is the leader of our union and we normally only get to vote for this roll every 10 years. This is a major opportunity to influence the future direction of our union. The election runs from 28th October until 27th November and the result will be known on 11th January 2021.

Nomination - Christina McAnea UNISON General Secretary



Christina's track record and high profile as a prominent woman negotiator, standing up to Government made her the overwhelming choice of lay leaders. Having shown she can deliver in negotiations, disputes and campaigns, members saw how her plans for a UNISON college; her commitment to dismantle discrimination and vision for a universal social care service will transform UNISON into a modern, organising union where all members have access to support.

Christina is the right woman to lead UNISON into the future.



**Health
Service
Group
Executive
Statement**

Salisbury Health nominates Mark Wareham for the Health Group Executive

We nominated Mark Wareham for this election because we think that he has served the membership of the region well in just over eight years in this position and we would like to see him continue to represent us. Mark works tirelessly for health members in the region and has always linked in with us about important decisions and with regular reports after meetings. We can trust Mark to continue to work hard for us if he is re-elected and we know that he would continue to be an active and true representative for you on our health group.



Please do vote in this important election to our service group, which is in charge of our union's industrial work and strategy for health group members in the UK. The election for the south west general seat of the HGE runs until 5pm on 9th October. If you have not had a ballot paper by Monday 22nd September you should contact UNISON Direct on 0800 0 857 857 by 12pm on 6th October at the latest. The result of this election will be announced on 27th October.

Pay success at Salisbury Hospital *from Mark Wareham, lead steward*

After being in dispute with the NHS Trust since 2013 over incremental progression, I am pleased to report that we finally got a resolution to this historic issue and backpay awarded for a group of staff who were denied increments due solely to them being on formal sickness reviews. It was always our argument that it was unfair and contrary to the national terms and conditions handbook that progression should be withheld just because someone had been absent due to sickness and then subject to formal review because such absence could not necessarily be attributed to any fault by the individual employee. We always agreed that progression could be withheld because of conduct or performance, where proper processes had been followed by the manager, but always were never happy with the sickness element of local policy. I am pleased to say that current senior management agreed to review the old policy approach and whereas it would appear that only a small number of staff suffered a detriment, those that did who were identified as such will get recompense. In the meantime the national agreement changed in 2018 thanks to UNISON pressure and Trust policy was amended as a result and since that time sickness absence has not been a reason for pay deferral.

Support when you need us

Your branch continues to stand by to help you, whether you are in the NHS, a contracted service or in the private or charitable sector. Whilst we are able to provide greater assistance to you where we are recognised for collective bargaining, such as at the NHS Trust, Salisbury Linen Services or Sterile Supplies Limited, thanks to the investment that the branch makes in additional support from the Branch Secretary we are able to ensure that all of our members get quick access to individual advice and representation when you need it. The branch, through your subs, is able to ensure that our Branch Secretary is there to help you and we can provide every member with access to help throughout the year.

care
workers
forchange

UNISON
the public service union

Time for a national care service

UNISON's 5 demands:

- 1 A real living wage for all care workers
- 2 A standard contract for care work
- 3 Significant, emergency government funding
- 4 Professional standards
- 5 A partnership working group, tasked to create a national care service

No more political promises. Demand government action to prevent more deaths.
unison.org.uk/5demandsforcare

WHO'S WHO IN THE BRANCH

Chair —
Zara Salisbury

Secretary & Membership—
Mark Wareham

*Treasurer, Black members
and Health and Safety—*
Denis Bangura

*Equality and Disabled
members—*Mehdi Belbahi

*Women members & Labour
Link—*Caroline Corbin

*Welfare—*Clare Christopher

*Retired members—*Dianne
Bartlam & Sheila McQueen

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

UNISON Conferences & Events

Our national conferences were all cancelled after March 2020 due to the Covid-19 measures. Hopefully we will be holding them again in 2021 and in anticipation of that eventuality, here is a list of our usual conferences that you may be interested in and when they take place and if you would like to express an interest in attending any of them please let the Branch Secretary know.

- Black members—22nd to 23rd Jan 2021, Brighton—deadline 29th Oct 2020
- Women's—18th-19th Feb 21, Brighton—deadline 30th Nov 20
- Health—mid-April
- Young Members—mid-May
- National delegate—mid-Jun
- Retired members—mid-Oct

- Disabled members—late Oct
- Lesbian Gay Bisexual and Transgender + - mid-Nov

We are also hosting some online events before the end of this year -

- No Worker Left Behind immigrant worker webinar—2pm, 30th Sept
- Disability Live! 19th to 24th Oct deadline 8th Oct
- LGBT+ Live! 13th to 15th Nov deadline 5th Nov

We also hold a number of regional council meetings and other events for self organised groups during the year and if you are interested in getting active please do contact the Branch Secretary.

Deadline date for next issue—January 2021

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**

