



TimeForRealChange
for a members' union

Health 2022
Conference Bulletin

Please share and distribute... Its Time for Real Change

UNISON Health Conference 2022

It's Time For Real Change... *In Health Service Pay*

As we gather in Liverpool for Conference a key issue that we need to address is pay. UNISON and other health unions need to organise a better coordinated fight over pay than last time around.

Why? Here are a few reasons:

- a) NHS workers have lost almost 20% in real terms over the last 12 years.
- b) The Government are proposing we get 3% this year. Inflation is 8.2%
- c) They are putting national insurance up by 1.25%. So we will start the year 1.25% down as of April 1st because as usual the Pay Review Body for NHS has been delayed.
- d) MPs Pay Review Body is not being delayed and gave MPs £2200 on April 1st.

If we get 3% (minus 1.25%) that works out as £324 a year for band 2, and £449 for band 5.

- e) mileage payments have not changed since 2014, when they went down!
- f) Car park charges are back from April 1st. Shifts mean cars are a necessity. This rise alone will wipe out any rise for people who drive to hospital to work.

It's no wonder people are leaving the NHS. There are 100,000 unfilled vacancies. And more people are leaving all the time. It won't get better until they pay people properly. Fair pay for staff means there are enough of us to provide good patient care.

Last year, health workers were in a fantastic position to win a big pay rise. The whole country had clapped us. To be offered just 3%, which for the 12th year

Time for Real Change
UNISON Health Conference Fringe Meeting

Stop the Tories:
Build a Fighting UNISON

5:15pm Tuesday 26th April
The Liverpool Pub
14 James Street
Liverpool
L2 7PQ

15 Mins walk from Conference
#TimeforRealChange

running was below inflation was a disgrace. The Tories were divided, shamed by PartyGate, exposing their hypocrisy of allowing us to risk our lives whilst they partied, with their leader on the edge of being forced out.

Yet unions, including Unison, were preoccupied with the difference in the claims. We needed to throw the whole weight of the union behind the fight for pay.



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Our leadership did not organise the outward looking planned, series of actions that would have motivated people to fight back. Over worked, over exhausted staff were instead asked to take part in late notice days of action where they were asked merely to complete surveys and petitions. **We needed more. We needed protests and rallies in towns and cities across the UK.** Outdoors protests are safe, if organised properly. This could have inspired a new layer of activists needed to push for big turnouts in ballots. But repeated “testing the water” just demoralises people. “Yes we are still angry about pay” why keep asking?

The outcome of ballots still brought the biggest yes vote for strike action Unison health have ever had in national ballot with 80% prepared to strike. This showed the possibilities. This anger is still there.

Lets not repeat the campaign but organise more this year. That means

a) Vote for Time For Real Change candidates in the SGE elections. We needed change of increased pay, change of fully funded NHS – to get these we need change in Unison’s leadership in Health.

b) Use the opportunities to build locally that this year’s claim offers. Put in local claims over – mileage, car parking, Recruitment and Retention premia, Rebanding eg bands 2 to 3 for HCA. Victories locally can inspire people and give confidence back to members to see a point in being active.

c) Recruitment should focus on activists and reps, not just members.

d) Take the battle to the Tories. Organise public protests, put pressure on MPs, show NHS workers they are not alone.

e) Organise a big NHS delegation to TUC demo on 18th June in London, Edinburgh, Cardiff and Belfast. Get regions and branches to book trains and coaches.

The vast majority of health workers have no choice but to fight over pay. We can no longer afford not to!

Fight Racism in the NHS

The recent NHS Staff Survey and CRES figures make very depressing reading as discrimination continues to grow in the Health Service.

This is no surprise given the context of the Tories hostile environment to migrant workers, to asylum seekers and refugees continues to grow. Alone in Europe, disgracefully UK have kept visas for those fleeing war in Ukraine. The demonisation of asylum seeking goes alongside the denial of any institutional racism in the police, despite hugely disproportionate numbers of searches, arrests and assaults on Black people by the police.

All this helps to feed the idea that racism is acceptable. The impact can be awful – just look at the disproportionate numbers of health workers who died from Covid. But also on disciplinaries, on fitness to practice, on capability etc.

Unison has produced a new tool kit for challenging racism at work. Its excellent and needs to be pushed in every branch. Whenever racism is present, it is easier for governments and employers to divide us and all rights are lowered. The health service has large numbers of Black staff but often this is not reflected among Unison activists. **We need more Black activists as a priority.**

Measures which reduce the over representation of Black staff in disciplinaries often reduce the number of disciplinaries for other staff as well.

25th May is the second anniversary of George Floyd’s death. Branches can organise for collective Take The Knee at work with 2 minutes silence to remember George whose death we saw, but also the many many other Black people victims of racism in the world. NHS Trusts should have anti-racism policies which can allow this to be supported by them. Stand Up to Racism will be having community Take The Knee events.

SGE Elections Update

Ballot Papers for the SGE Elections will be sent out from April 28th. That means that there are just a few days to go! With the escalating cost of living crisis and the threat of Tory austerity an ever present danger, its high time for Real Change in our union.

Some 14 Candidates supported by Time for Real Change will be standing for election to the Health Service Group Executive. This is an excellent start, which reflects the growing support for our ideas in the union and also illustrates the desire for Real Change in UNISON.

Candidates we are supporting are preparing leaflets, social media posts and videos to support their campaigns. But our campaign is more than just our candidates. Our success in the NEC elections was undoubtedly down to the ideas we defend, but as every UNISON activist knows, unless those ideas are spread and explained to the members then we are only limiting their impact.

We want to involve as many people in our campaign as possible. Can you help us distributing leaflets? Can you share our social media posts? Can you talk to your friends and colleagues at work? Can you help us with a donation? If the answer to any of these questions is yes, then drop us a line. **Its Time for Real Change!**

Contact us on: tfr.unison@gmail.com

Covid.... "Too little - too late"

This sums up government policy in 2020, in 2021 and now in 2022. We died, our patients died, we got Long Covid, our patients got Long Covid, and many more had massively delayed treatment for anything else. Tired demoralised staff cannot go on emergency footing for ever. **No wonder so many are leaving**

Now the government pretend Covid is not here. In April 2022 some 5 million people had Covid in one week. Yet free LFT tests are gone. Low paid staff cannot afford to live, and already face the choice of eat or heat. 400,000 additional children are in poverty. Public health measures almost all gone.

The public inquiry into why UK has one of the highest death and injury rates in the world, has been postponed until at least next year. It's an insult to us all, a health and safety disaster. If a plane crashed every 2-3 days and carried on crashing, would we really ignore it as if there was nothing we could do? Johnson said in 2020 "let the bodies pile high" and they have. It's always our bodies - working class people, Black people, people with disabilities, and people in the developing world who have been denied access to patent free cheaper vaccines. We need that Public Inquiry now, it needs to hold those to account who have let unnecessary deaths happen.

Time for Real Candidates in Health

London: Jordan Rivera (General) Janet Malden (Female)

Northern: Amanda Martin (Female)

North West: John Flannery (General) Karen Reissman (Female) Denise Williams (Reserved)

South East: Miranda Crawford (Reserved)

South West: Gareth Drinkwater (General) Aileen McLoughlin (Female)

Wales: Joe Hale (General) Libby Nolan (Female) Lorna Hood (Reserved)

Yorks & Humber Denise Carr (Female) Anne Marie Pedley (Reserved)



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On the record:

Kirklees Trade Union victimisation exposed

Recently, lawyers appointed by UNISON nationally to represent Paul Holmes made an application to the Employment Tribunal for “Interim Relief” on the grounds of Anti Trade Union Victimization so that Paul could receive his wages and keep his contract of employment open until the full Employment Tribunal hearing into his dismissal.

An “Interim Relief” application requires a much higher level of proof than a standard Tribunal hearing where the outcome is based on the balance of probabilities. Essentially the Judge has to be convinced that it would be “Most Likely” that the Tribunal case will succeed. An “open and shut” case so to speak. Unfortunately, Paul’s case didn’t quite reach the threshold for this. The full Employment Tribunal is a completely different matter.

What is very significant now however, is that the application for Interim Relief is now in the Public Domain. Which means that it is on the record. The document lists the allegations made against Paul and also some important background information about the attitude of certain senior managers at Kirklees towards UNISON and Paul Holmes in particular:

As one paragraph explains:

(a) in 2015 approximately 50 senior managers of the Respondent attended a management away day at which Ms Redfern presented a strategy for

breaking the union. At the conclusion of her presentation, Ms Redfern made staff chant back three times:

‘We’re going to break Paul Holmes, We’re going to break UNISON’

The Interim Relief Application comprehensively demolishes the Council’s case, addressing each of the allegations made against Paul. All UNISON activists should read the document and draw their own conclusions. Above all, ask yourself “If the employers can get away with sacking the President of UNISON, what message does that send to all Public sector employers?”

Read the full Interim relief application on our website: <https://timeforrealchange.uk/latest/on-the-record-kirklees-trade-union-victimisation-exposed>

Welcome to our TFRC Health Conference Bulletin:

Its Time for Real Change

This is the Health Conference Bulletin of the Time For Real Change in UNISON campaign.

UNISON is crying out for real change. We are rank and file UNISON activists determined to make our union democratic, transparent and successful - a fighting union that delivers for its members.

Find out more about us and get involved with our campaign on our website.

Contact us at timeforrealchange.uk

Or Email us at tfr.unison@gmail.com

Its Time for Real Change!

**DEFEND
PAUL HOLMES!**

**WE SAY NO TO
TRADE UNION
VICTIMISATION**

