



D Day for Dental Nurses and Technicians as Registration Deadline Looms

Alongside Agenda for Change issues the formal regulation (including compulsory registration) of clinical support staff will be the biggest challenge facing the UNISON Health Care service group in the coming years.

Specific bodies carry out the function of regulation of a certain job group or groups that includes maintaining a register of members, overseeing professional development and standards of education and training and investigating and prosecuting any allegations relating to a registrants fitness to practice.

Failure to be on a professional register will result in ineligibility to work in certain jobs whether or not you were doing that job before registration became compulsory.

Your Responsibilities

Being on the register doesn't just mean paying an annual fee. Registrants have to behave ethically and professionally, and to meet and uphold the standards of the profession as outlined in their professional body's standards guidance. They commit to keeping their knowledge and skills up to



date too.

The next major compulsory registration of clinical support staff will apply to all Dental Nurses and Technicians who must be registered with the General Dental Council (GDC) from the **31st July 2008**.

Dental Nurses and Technicians are one of the PTB Sector's biggest job groups. The PTB Sector Committee's circular distributed in November last year gave advance notice of the requirement to register (including the special discounted fee offer for those who did so before the end of 2007).

Grandparenting Rights

The most important aspect of the coming deadline to register is that dental nurses and dental technicians who do not have the required professional qualifications may be eligible to join the register if they have enough experience. However this option will end on **30 July 2008**.

In short, Dental nurses who can prove they have four years' full-time experience in the last eight

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Unsocial Hours part 2— The On Call Review

Following UNISON members voting to accept new, harmonised unsocial hours' arrangements the next major piece of work for the NHS Staff Council is the associated review of on call arrangements.

There is considerable variance across job groups and some NHS trusts in the arrangements in place to compensate staff for being on call in terms of both their availability and required attendance.

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years (or the part time equivalent) will be eligible. Dental technicians are required to have seven years' full-time experience in the last 10 years (or the part-time equivalent) and experience of making a range of custom-made devices in either fixed prosthodontics, removable prosthodontics or orthodontics.

Nurses and Technicians who don't fully meet the experience criteria can register with a combination of less experience and some qualifications. However from 31 July 2008 new registrants will only be admitted on a strict qualification basis. Full details of these and other registration requirements can be accessed on the GDC website at <http://www.gdc-uk.org/>.

UNISON Services for Registrants

Of equal importance to registering with the GDC is ensuring your UNISON membership is up to date. In addition to working closely with registrant bodies on collective issues such as education and training and standards of proficiency UNISON provides its members with dedicated advice

and representation through our Professional Services unit in the event they require assistance on fitness to practice issues.

UNISON is also campaigning for the reimbursement of compulsory registration fees in England (part of last years NHS pay settlement) to be extended to new registrant groups including those in band 4.

If you're not a UNISON member don't delay – Sign Up Today – use the form on the back page or phone 0845 355 0845 for details .

Unsocial Hours part 2— The On Call Review (cont)



Whilst some consistency is provided by the continued application of the arrangements prescribed by the old Whitley Councils, many trusts have also initiated their own systems. What is clear is that the majority of UNISON members who will be most affected by any changes are employed in job groups covered by the PTB Sector.

The Unsocial Hours agreement states:

“During the interim regime staff have been able to retain their existing on-call provisions (both na-

tional and local). This has been a particular feature in NHS pathology departments. These arrangements remain unaffected by this agreement and all pathology out of hours working provisions will be regarded as included in these arrangements and the provisions outlined in paragraphs 8 to 30 below will not apply.”

Whilst unsocial hours arrangements covered by pathology on-call provision should continue to be applied for the time being the requirement to review and harmonise them in line with the original Agenda for Change agreement remains.

They will be considered as part of the NHS wide on-call review that currently has a scheduled implementation date of 1 October 2009.

Between now and then a considerable amount of work needs to be undertaken mapping the various on call arrangements in existence to ensure the full effect of any harmonisation proposals can be properly tested. It is essential

Association of Pharmacy Technicians (APT UK)

UNISON has close ties with the Association of Pharmacy Technicians among other professional bodies. Whilst compulsory Registration for Pharmacy Technicians has been delayed it will be a statutory requirement soon. This will strengthen the need for us to work together especially around representation and other matters relating to standards of proficiency.

UNISON also works with APT (UK) on other matters of mutual interest including a current discussion document on the role of Pharmacy Technicians in Mental Health due to be released shortly.

APT(UK)'s 2008 conference is being held between the 5 and 8 June at St Andrews Golf Course, Scotland. See their website at www.aptuk.org for details and don't forget to take your clubs!

Report from the College of Operating Department Practitioners (CODP)

By Ian Lindley, UNISON National PTB Sector Committee

Continuing Professional Development (CPD) audit for ODP's

The countdown has begun for the Health Professions Councils (HPC) first CPD audit for Operating Department Practitioners (ODP's). September 2008 is when letters from the HPC will start to go out to ODP's who have been selected for audit. 1 in 20 ODP's (5%) will be audited for this first audit with subsequent audits sampling 2.5% of registrants. Those ODP's who are selected will have 28 days to complete and return a CPD profile to the HPC. The CODP have been supporting its members with a series of seminars and workshops to provide guidance on what will be required of those ODP's who are selected for audit. The HPC has also published two publications to help with CPD. Both booklets are available on the HPC website.

On Call Review cont.

that this work is carried out as far in advance as possible. All staff groups with on call arrangements need to ensure that their trust and SHA AfC leads are aware of these and that PTB representatives are included in the testing, modelling and consultation process.

The National PTB Sector Committee for its part has anticipated that changes recommended by the review will be most keenly felt by a minority of UNISON members, primarily in the PTB sector.



CODP Conference 2008

The first conference of the CODP will take place at Fontwell racecourse on 9th & 10th May 2008.

The theme for the conference is about the patient and how, as professionals, ODP's impact on the outcome of the care they receive. The conference will very much be about supporting and developing practitioners and the CODP are delighted that the CPD lead at the Health Professions Council will be present for the day on Friday 9th May 2008 for informal talks with delegates. This first conference is a major step in the right direction for the college. It was little over 18 months ago that the ODP as a

To reflect this a PTB sector motion was passed at this years Health Conference providing for UNISON's acceptance or otherwise of any new scheme to be determined by the Health Service Group Executive, having taken due account of the impact on specific staff groups.

Undoubtedly the on call review is going to be the biggest national issue on the PTB sector agenda over the next year so make sure you participate in it from the start through your UNISON membership!

profession were in danger of losing the organisation that had been the driving force behind their subsequent statutory regulation. It is hoped that this first conference will be the springboard to greater things for the CODP, the profession, and its further development.

If you would like any further information about the College please visit the website at www.aodp.org .

Pathology Review — Report Imminent

The Pathology Review Project Board is due to submit a report to Government ministers this spring including recommendations on the future delivery of pathology services. This will have far reaching implications for many UNISON members working in and around pathology. UNISON has been represented on the project board through the PTB Sector Secretary Sam Oestreicher. Along with a colleague from AMICUS they have ensured that staffing issues have remained high on the agenda.

The PTB Sector Committee has been informed of ongoing developments and the full report will be considered at the next PTB Sector meeting in June.

Full details of the review can be found at <http://www.advisorybodies.doh.gov.uk/pathologyreview/index.htm>

The 2008 UNISON Health Conference

PTB Sector Delegates

Pat Davies & Peter Simmonds

The National PTB Sector Committee was represented at UNISON's 2008 Health Conference in Manchester by Patricia Davies (see article on facing page) and Peter Simmonds (Greater London).

The Conference was held between Monday 14 and Wednesday 16 April at the Manchester Central Conference Centre. However work began on Sunday with an informal briefing and finalising speech notes.

The PTB Sector submitted two motions to the conference, on the Knowledge and Skills Framework (KSF) and the On Call Review (see separate article).

KSF – Not for Sale

The KSF motion called for a more robust approach to ensure that it is delivered to all staff equally and to protect its application being compromised by financial constraints.

Unfortunately there are instances of staff being de-skilled and down graded in drives to cut costs.

Conference heard that the situation at Derby Hospitals Foundation Trust could lead to down grading of many nursing and clinical staff in bands 7, 6 and 3 within the surgical services directorate – the first phase of proposals affecting the surgical wards and theatres.

The PTB motion identified strengthening an employee's right to the KSF and ring fencing resources for its application as some of the



measures that would help.

The message was that we need to do all we can to stop the skills escalator going down instead of up. The motion, moved by Pat Davies was carried unanimously.

Have Your Say on Pay

The major debate at the UNISON Health Conference this year was around the three year pay offer. Conference agreed that the only chance of achieving improvements to the offer will be if members are willing to take lawful industrial action. In view of this Conference decided that it was the members who should decide whether or not to accept the proposals.

The UNISON pay ballot will be run in May and whatever the outcome it is essential that there is a high turnout to ensure the majority of members' views are acted on. If you are already a UNISON member make sure you cast your vote. If you're not a member it's not too late to join and have your say.

The 2009 UNISON Health Care Conference will be held from 20 to 22 April in Harrogate, North Yorkshire.

PTB Sector Committee News

Like other Sectors in the Health Group the National PTB Committee has a two year term of office. The 2006—2008 term finished at the end of Health Conference and the 2008-2010 term has begun.

Regions nominate their representatives to the Committee that will appoint a Chair and Vice Chair to oversee the sector's work for the next two years.

The next meeting to be held on 4 June will also confirm co-opted representatives who ensure that all PTB interest groups are properly represented on the Committee.

The Committee members for 2006—2008 were as follows (UNISON region in brackets):

Heather MacColl (Eastern), Roz Norman (East Midlands & Vice-Chair), Peter Simmonds (Greater London), Brian Watson (Northern), Stephen Kennedy (Northern Ireland & Chair), George Andrews (Scotland), Tracy Ellicott (South East), Andrew Davies (Wales); Patricia Davies (West Midlands); Ian Lindley (Yorkshire and Humber-side). Co-optees: Mary Dowall (Dental Nurses) Edna Magill (Medical Laboratory Assistants) and Suki Tagger (APT(UK)).

Details of the 2008-10 Committee will be published in the next newsletter.

Meet the PTB Sector Committee — This issue Patricia Davies, West Midlands Region representative and PTB Sector Delegate to the 2008 Health Conference



Pat is a Clinical Neurophysiologist and has worked in the NHS since 1980. She joined UNISON in 1994 when working at the Midland Centre for Neurosurgery and Neurology becoming a staff Health and Safety representative in 1995. Pat was active when the hospital closed and services relocated to the Queen Elizabeth Hospital, Neuroscience centre in 1996.

Whilst at the Queen Elizabeth Hospital Pat was appointed to the Regional Health Committee and in 2000 became the PTB rep for the West Midlands. Whilst a member of the PTB committee she has been vice chair and currently job-shares the PTB Sector Committee seat on the Health Service Group Executive with the Chairperson, Stephen Kennedy.

In Jan 2002 Pat moved to her current post at the Queen Elizabeth Psychiatric Hospital continuing as a local rep, Regional Health Committee member and PTB rep for West Midlands Region.

Pat has 3 children, had a short career break, worked part time and then gradually increased her hours to the 35 per week she does now. Pat's hopeful that in the future this will become the full time hourly rate for all NHS Staff!

Pat spills the beans on her favourite....

Book — at present Salmon fishing in the Yemen, I found this kept me reading, its about ideas and belief and following your dream. I picked it up because of the title as my partner, Adrian is patiently (most of time) attempting to teach me to fly fish!

Music I have a wide musical taste from Mozart through Gilbert & Sullivan to Van Morrison, Neil Diamond, Genesis and Black Sabbath

TV/Radio..... I enjoyed all of Rick Steins TV , Coast, Waking the Dead and of course Coronation Street and Heartbeat

Food..... As long as its good food well cooked , but of course I must plug the Birmingham Balti!

Holiday destination..... Having never been abroad until I was 40 I have well & truly got the travel bug. My favourite destination has to be New Zealand, we had a wonderful holiday visiting Adrian's eldest lad who lives there. If I could I would go back tomorrow.

The final question.....

What do you consider UNISON's greatest achievement to date?

It has to be its part in achieving the National Minimum Wage alongside the daily work of defending members.

Tax Relief on your UNISON Subscriptions

Did you know if you are a member of UNISON and work in healthcare, you may be entitled to claim tax relief on your UNISON subscriptions.?

If you have been a member in the PTB sector since 6th April 2004 you may be able to claim tax relief on 70% of your annual UNISON subscription. To find out if you qualify please visit www.unison.org.uk/healthcare or contact your branch representative or call UNISON Direct on 0845 355 0845

Join UNISON — your friend at work

PLEASE FILL IN THIS FORM IN BLOCK CAPITALS USING BLACK INK AND GIVE IT TO YOUR UNISON REP OR SEND TO YOUR REGIONAL OFFICE - DETAILS AVAILABLE AT www.unison.org.uk

1. YOUR PERSONAL DETAILS

Please tick or fill in the boxes below

Mrs Ms Miss Mr Other

First name Other initial(s)

Surname/Family name Date of birth / /

Home address

Postcode

National insurance number (from your payslip)

Please tick this box if you require materials in a different format (eg large print or Braille) - be sure to supply contact details below

How would you describe your ethnic origin?

Bangladeshi Asian Other Black UK
 Chinese Black African Black Other
 Indian White UK
 Pakistani Black Caribbean Irish
 Asian UK White Other

Please give a telephone number/voice/text/email address for UNISON to contact you - indicate if work or home

Contact tel/voice/text/email

2. YOUR EMPLOYMENT DETAILS

Employer's name

Your job title/occupation

Department/section

Workplace name and address

Postcode Payroll number (from your payslip)

3. WHAT YOU WILL PAY - FROM 1 October 2003

Please tick the appropriate box for your earnings before deductions.

Weekly pay	Annual pay	YOUR SUBSCRIPTION—WHAT YOU PAY		
		per week	per month	Band
Up to £38.47	Up to £2,000	£0.30	£1.30	A
£38.48–£96.16	£2,001–£5,000	£0.81	£3.50	B
£96.17–£153.84	£5,001–£8,000	£1.22	£5.30	C
£153.85–£211.53	£8,001–£11,000	£1.52	£6.60	D
£211.54–£269.23	£11,001–£14,000	£1.81	£7.85	E
£269.24–£326.92	£14,001–£17,000	£2.24	£9.70	F
£326.93–£384.61	£17,001–£20,000	£2.65	£11.50	G
£384.62–£480.76	£20,001–£25,000	£3.23	£14.00	H
£480.77–£576.92	£25,001–£30,000	£3.98	£17.25	I
£576.93–£673.08	£30,001–£35,000	£4.68	£20.30	J
£673.08+	over £35,000	£5.19	£22.50	K

Please tick the appropriate box to indicate how often you are paid

Weekly
 Fortnightly
 Four Weekly
 Monthly

Please tick this box if you are a student member in full-time education (including student nurses or Modern Apprentices). Your subscription is £10 per year.

4. POLITICAL FUND

UNISON's Affiliated Political Fund (APF) is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON's General Political Fund (GPF) is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
- I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide information to UNISON to keep my records up to date.
- I authorise deduction of the following Political Fund payment as part of my subscription: tick one box only

Affiliated Political Fund General Political Fund

Now please sign and date below

Signature

Date

OTHER WAYS TO PAY

direct debit cheque

If you have been a member of a trade union before, please state which one:

DATA PROTECTION

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots and other statutory requirement purposes.

We may also send you newsletters, journals and surveys and let you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want any mailings from UNISON besides those required by statute as shown in bold above, please tick this box.

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they, may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box.