

2017/18 Annual Report

HEALTH

Foreword	3
Challenging government policy on the NHS	5
Standing up for patients and staff	9
Improving your terms and conditions	133
Supporting members as decision makers	188
Appendices	222

Foreword

To all UNISON members working in health:

This year's Health Conference takes place a few weeks before the NHS celebrates its 70th birthday. For UNISON this is a chance to promote our health service as the crowning social achievement of the post-war period and to emphasise the role that our members play in delivering for patients. It also allows us to highlight once again the impact of austerity and to demand an end to the cuts.

Nowhere is the pain of austerity more keenly felt than in staff pay packets. The work done by UNISON members in the Pay Up Now! campaign was instrumental in securing a commitment from Westminster to move away from the 1% pay policy in the NHS. Since then we have been working with employers and government to do everything in our power to secure funding from the Treasury for an offer that gives members a meaningful pay rise, as well as securing improvements that make the whole pay structure better and fairer for the future. Ultimately of course, it will be up to you, our members, to decide whether you are happy with any final deal that is on the table. So – if the government confirm funding for an NHS deal – the health group will make sure you have all the information you need to see how any changes would affect you and your family.

Financial pressures have also led to some parts of the NHS seeking to use outsourcing and privatisation to cut costs. The collapse of Carillion is a timely reminder of the precarious nature of this contracting culture, and UNISON will continue to campaign as strongly as ever to keep the NHS in public hands.

In recent months this has particularly involved confronting trusts in England that are seeking to set up their own companies. These are moves that particularly affect our members delivering vital support services to the NHS. UNISON is keeping up the pressure to ensure that the team approach is not lost and that staff in bands 1-4 receive greater credit for what they do, as well as greater options for training and development.

The union is also working hard to challenge the violence and bullying that is taking place at too many workplaces across the NHS, as well as the excessive stress and workload pressures that have been highlighted, for example, by UNISON's work on mental health.

The 70th birthday – which coincides with the 70th anniversary of the arrival of Empire Windrush – provides an opportunity to celebrate the vital role played by migrant workers in our NHS since day one. This includes continuing to support our members from other EU countries and highlighting the essential contribution they make – and which will continue to be desperately needed.

This annual report sets out some of the key pieces of work overseen by the Health Service Group Executive over the last year. At a time of considerable pressure for public services and those that deliver them, we hope you will agree that it makes for impressive reading.

As usual, it has only been possible due to our collective effort: activists, branch stewards, committee and executive members, and staff – proving once again that when we work together we can deliver for health members everywhere.

A big thanks to all of the UNISON team!

**Roz Norman, Maura McKenna,
George Barron**

Chairing team

Sara Gorton

National Secretary for Health

Challenging government policy on the NHS

NHS funding and structure

UNISON continues to campaign for a fair funding settlement for the NHS across the UK.

In the past year the union worked hard to make this a central issue at the snap general election in June.

UNISON also continued to work on the funding issue with the TUC and other health unions, as well as the NHS Support Federation, who produced a tool for members of the public to find out just how bad the cuts are in their local area.

As the crisis came to a head with winter pressures causing problems in many parts of the NHS, UNISON was involved in a great deal of media work to highlight the plight of the NHS.

UNISON supported and took part in the 3 February day of protest called by Health Campaigns Together and the People's Assembly.

Sustainability and Transformation Plans (England)

UNISON set up its own STP Watch as a means of tracking developments at STPs (now renamed Sustainability and Transformation Partnerships) across England.

This demonstrated the very varied picture across the country in terms of staff engagement, the relationship with local

government, and the likelihood of plans becoming reality. The union also used this to point out to NHS England those STPs that were clearly failing on staff engagement.

Work took place with Learning and Organising Services to set up a training course for branches on how to understand and respond to STPs.

Work is ongoing through the NHS Social Partnership Forum to pursue the 'security package' for staff that UNISON has repeatedly demanded of NHS England where STPs and wider service change is concerned.

Next Steps on the Five Year Forward View, NHS England's 2017 update document, referred to a 'staff passport' as a means of providing reassurance to health workers.

UNISON also submitted a detailed written submission to the House of Commons Health Committee inquiry into STPs in January 2018 and then gave oral evidence to the Committee in February.

The union's response highlighted the failures of staff engagement and public involvement in the development of plans, and pointed to the need for a properly funded NHS not tied up by damaging competition legislation and with a much more realistic timetable for changes.

In addition to these points, at the oral evidence session UNISON was also able

to highlight the problems for staff in the recent development of trusts seeking to set up wholly owned subsidiary companies.

NHS privatisation

UNISON continues to work to resist NHS privatisation in all its forms.

In 2017-18 this included a successful campaign to stop the government selling off NHS Professionals, the publicly owned NHS staffing agency.

The union's Early Day Motion was tabled by former UNISON President and nurse Eleanor Smith MP. It, which called for an end to the sale and attracted the support of more than 100 MPs from across the House of Commons.

UNISON also worked with Labour's shadow health team to raise the issue directly with government ministers, which resulted in an open letter to the National Audit Office asking them to investigate the sale, querying the waste of public money and the secrecy involved in the proposed sale.

In September 2017 the news emerged that the government had performed a u-turn, as it was announced that NHS Professionals would not be sold off to a private company.

Wholly owned subsidiaries

A developing area of UNISON work over the past 12 months has been to challenge the use of wholly owned subsidiary companies by trusts in England.

There has been an increasing amount of activity in different regions of England by trusts looking to set up such organisations, often for their facilities management. The

South West and Yorkshire and Humberside were particularly affected by this new drive.

UNISON undertook targeted work at a number of these sites to challenge the business case for plans and to fight their implementation.

Nationally the union worked with the Labour Party to raise the profile of the issue and held a successful roundtable meeting with a large number of MPs from the affected areas.

The union produced branch briefings, parliamentary briefings, campaigning leaflets and a dedicated page on the UNISON website.

By February 2018 this campaign was beginning to produce its first victories, with North Bristol NHS Trust ditching its plans to transfer hundreds of workers after strong UNISON campaigning.

Patient Transport Service privatisation

The Ambulance Occupational Group continues to campaign against privatisation, with a commissioned report into the damaging effects of privatisation in the Private Ambulance Service being published at last year's health conference.

Student funding

With the abolition of the bursary in England, UNISON is monitoring the impact this is having on student numbers and the demographic of the student intake. In a recent government consultation on the Office for Students the request was made that there be a statutory requirement for healthcare student data to be published in the same year, on the basis that this data is needed for meaningful workforce planning. There are conflicting reports on how the funding

model is working. UNISON is continuing its analysis of available data.

UNISON also submitted a detailed written submission to the House of Commons Health Committee inquiry into the nursing workforce in October 2017, which highlighted the pressure that nurses are under, the need for a decent pay rise, the folly of the decision to abolish the NHS bursary, and issues around the development of new routes in to nursing.

The Committee's final report in January 2018 endorsed much of UNISON's submission as it pointed out that the current shortfall in nursing is down to a toxic combination of excessive workload pressures, ongoing pay restraint, a lack of on-the-job training and the uncertainty caused by the UK's impending exit from the EU.

Partnership working

Whilst the national policy picture remains challenging, UNISON continues to value and support partnership working between trade unions and employers at all levels. UNISON is committed to the principles of partnership working because it puts an onus on government, employers and trade unions to engage and consult on decisions that affect staff. Partnership underpins and facilitates effective employer and trade union relations and has a track record of delivering real gains for staff and patients. There is a growing body of evidence-based research which demonstrates that effective staff engagement in NHS organisations improves the patient experience and measurable healthcare outcomes.

The national Social Partnership Forum (SPF, England) continued to provide a focus for national engagement and

dialogue, to debate and influence the workforce implications of government health policy. UNISON's National Secretary for Health is staff side chair and the lead officer for the 15 NHS trade unions represented on the SPF.

Over the year, the SPF held regular meetings of its Wider, Strategic and other sub-Groups, and worked in partnership to discuss a broad range of policy areas affecting the healthcare workforce. It also continued to develop closer working relationships with the regional partnership forums throughout England, to support and encourage effective engagement at all levels, to share intelligence and disseminate good practice on key workforce issues.

Campaign priorities and partnership work in Northern Ireland

On 24th August 2017 proposed cuts of £70 million across five Health Trusts were announced. UNISON attended the public meetings, gained speaking rights at each Trust board meeting and gathered information on the cuts for each Health Trust. Responses were submitted to each Trust on the impact the cuts would have on members and the public in that area. This was followed by public campaigning including a petition.

Thanks to this campaigning, by October 2017 the Department of Health had announced that £40 million extra would be found for the health and social care budget.

Confirmation that members would finally get what they were owed from the 2017/18 pay round only came in December, thanks to UNISON's Pay Up Now! campaigning.

However the campaign to close the gap between NHS pay in Northern Ireland and pay elsewhere in the UK has continued to ramp up.

Campaign priorities and partnership work in Cymru/Wales

Ongoing negotiations around the 31st December 2017 expiry of the three-year pay, terms and conditions agreement have been a key focus.

Partnership working with the Welsh government has continued but it has been made clear to government that an acceptable outcome to the negotiations must be reached.

Campaign priorities and partnership work in Scotland

UNISON Scotland continues to work in partnership with NHS employers and the Scottish Government to re-focus the NHS in Scotland whilst protecting jobs and

services. As a result of this model of working the Government commitment to no redundancies and life time organisational protection remain a key part of our members' terms and conditions.

Health branches across Scotland led a brilliant campaign to 'Scrap the Cap', lobbying Ministerial visits to local NHS Boards and culminating in a fantastic demo in Edinburgh. The campaign didn't stop there and quickly moved into a 'Pay Up Now!' campaign in November and December which saw thousands of members and their families send a Pay Up Now! – Christmas card to Members of the Scottish Parliament. The card called on them to back the Scottish NHS Pay Claim submitted by UNISON.

Standing up for patients and staff

Equalities

UNISON has played a key role in the Equality, Diversity and Inclusion sub-group (EDIG) of the NHS Staff Council. This includes working through the Agenda for Change handbook and identifying provisions that require updating.

We have also worked through our partnership structures on promotion of the Workforce Race Equality Standard and development of the Workforce Disability Equality Standard.

NHS staff survey

For some time, UNISON has been pushing strongly for a review of a number of aspects of the NHS staff survey, including collecting better information on workplace stress and staff morale, but also getting the fundamental demographic information questions right.

Following strong UNISON representation to NHS England, and our participation in the NHS Staff Survey Advisory Group, we won agreement to update the question on gender identity for the 2017 survey to include a non-binary option. UNISON argued that it was reasonable that a full review of the demographic questions in the survey would take more than a year. However, it was simply not acceptable to continue with the existing gender question. Not only was it poorly worded and outdated, it was actively exclusionary.

This is a small but significant step on the road to making the rest of the survey fit for purpose. We know the whole survey is badly outdated so we have won a further

commitment from NHS England to review the questions more broadly for the 2018/19 survey.

Protecting the rights of EU workers including through the Cavendish Coalition

UNISON continues to lobby for the rights of EU workers. UNISON challenged stakeholders and submitted a consultation response that led to the NMC decision to accept alternative ways for nurses and midwives trained outside the UK to demonstrate their English language capability. We reiterated the view that the pass rate needs to be reduced to 6.5 but this is yet to change.

Detailed guidance on preparing for the OSCE exam – including common mistakes made and general tips and advice – was issued to help reps dealing with members who are overseas nurses or midwives preparing to take the exam or who have failed their second or third attempt.

UNISON is a member of the Cavendish Coalition, a group of 37 health and social care organisations formed in 2016.

The Coalition seeks to ensure that there is a shared voice across the sector as the government seeks to negotiate the terms of exiting the European Union.

Joint work over the past year has included submissions to inquiries, responses to

government statements, parliamentary lobbying and events.

For example, in August 2017 the Coalition wrote to the secretaries of State for Health, the Home Office and Exiting the EU calling on the UK government to quickly confirm the right to permanent residence of all people from the European Economic Area working in social care and health at the earliest possible stage in the negotiations.

In October 2017 the Coalition produced a response to the Migration Advisory Committee's call for evidence on the economic and social impacts of the UK's exit from the EU. The Coalition has also written to the Northern Ireland Select Committee asking MPs to look into the impact of EU exit on the workforce, and organised an event in Parliament to allow member organisations to lobby MPs and members of the House of Lords about the importance of the NHS and social care in the EU exit negotiations.

Staffing levels campaign

The safe staffing report for 2017 was launched at the 2017 Health Conference. Planning for a revamped survey is underway for the 2018 edition which will be launched in June.

Improving regulation

Revalidation

Work has continued to develop guidance and support for members on how to revalidate; the need for webinars has tailed off so other resources are being investigated.

Pre-registration

UNISON submitted a detailed response to the Department of Health's 'Promoting Professionalism, Reforming Regulation' consultation.

Improving mental health services

In April of last year, an online resource pack, 'Mental Health Matters', was published. The pack included information and materials for branches campaigning on mental health.

The 'Mental Health Matters' booklet, produced jointly with the mental health charity Mind, aims to help members and stewards be proactive in helping themselves or colleagues with mental health issues.

In September 2017, a revised mental health staff survey was launched which will now run annually. The survey received over 1000 responses from members working across mental health services.

The resulting report 'Struggling to Cope' was published in time for World Mental Health Day on 10 October 2017 and received a great deal of media interest including the front page of the Observer, articles in the Telegraph and the Times, and a programme on BBC Radio 5 Live.

An email distribution network for mental health staff to receive updates from UNISON was also set up so that members could receive a regular newsletter.

The health group contributed to UNISON's new cross-service group bargaining guide 'Bargaining on Mental Health Policies' which at the time of writing was due to be published online in March 2018.

Better hospital food

UNISON remains affiliated to Sustain's Better Hospital food campaign and continues to retain key links with the organisation, using the experiences of our members to help provide insight into staff and patient experiences of hospital food.

As part of a coordinated group setting the key aims and direction of the campaign, we are able to ensure our work aligns with that of Sustain's, and that our members' views continue to be represented.

One Team campaign

The One Team campaign continued to gather momentum and in June last year, branches were encouraged to hold events during the 'One team week of action' to raise the profile of NHS support staff.

Members were asked to use the tag 'ask me about my job', and took part in a range of activities and events in an attempt to make their colleagues better understand what they do and the impact they have on patient care.

UNISON also sponsored two of the 'Our Health Heroes Awards' last November and worked closely with Skills for Health throughout the awards process. The event was a great opportunity to celebrate support staff who are often forgotten about by the mainstream media and politicians.

The One Team campaign continues to raise awareness about the threats of outsourcing and privatisation in the NHS. In addition, the 'No back door' privatisation materials have been produced to raise awareness about the increased threat of the emerging wholly owned subsidiary companies.

Ensuring new NHS roles are clear and well-supported

Newly Qualified Paramedics

In England, work has continued to consistently deliver the Newly Qualified Paramedic (NQP) role and supportive programme, as well as to negotiate a fast track scheme to allow some paramedics to get into band 6 in less than 24 months. As part of these negotiations, UNISON has secured an agreement to move a group of NQPs into band 6 after 1 year instead of the normal 2 years.

Physician associates

UNISON responded to the consultation on regulation of medical associate professions and ran a survey of physician associate members to inform our response. We are currently leading on a review of physician associate job banding within the Staff Council Job evaluation group including scoping the need for specific national job profiles for this role.

Nursing associates

UNISON has been a leading stakeholder in shaping nursing associate role development, pay banding advice and plans for regulation. We have provided regular briefings, advice and support to branches and regional staff and at the time of writing an updated guide is being developed to cover wider role out of the nursing associate training programme.

Hospital car parking charges

Following on from a Freedom of Information request issued to Trusts in early 2017, a car parking charter has been designed and will be launched later this year. Trusts will be encouraged to sign up to the charter.

The charter asserts that staff parking should be free of charge. Until existing charges are scrapped the charging system should be proportionate and affordable; should be on a sliding scale with lower income staff paying less; and should recognise that some staff should have access to free/priority parking.

The charter also asks that contracts for the external management of car parks should be reviewed with a view to bringing them back in-house, and that any profits from car parking should be ploughed back into investments in safety, security and sustainable travel schemes.

Protecting the health and wellbeing of NHS staff

Violence and aggression

UNISON continued to work with MPs and other unions to introduce legislation to create a new aggravated offence of assaulting an emergency worker. Scotland already has specific legislation so this Bill would take effect in England and Wales only.

Specifically, the new aggravated offence would apply when acts including malicious wounding, grievous or actual bodily harm are perpetrated against a constable, firefighter, doctor, paramedic, nurse or

person assisting these professions in the execution of their duty.

This is a broad definition to cover police staff, health care staff and all those working together as 'One Team' to provide NHS services.

UNISON commissioned the HSJ to send freedom of information requests to all NHS trusts in England asking for figures relating to violence and aggression incidents against staff by patients. At the time of writing the HSJ was due to produce a news story and detailed report comparing some of the best and worst employers in relation to violent incident rates. The report also aims to examine some of the factors that are responsible for the differences between similar employers.

Ambulance health and wellbeing

UNISON continues to work with employers on a health and wellbeing strategy to improve the working conditions of ambulance staff, and the support they receive at work. The work is designed to deliver genuine change enabling a greater focus on health and wellbeing, including mental health and campaigning for a better balance between ambulance performance and staff wellbeing.

In February 2018, the ambulance occupational group and MIND delivered Blue Light mental health training to reps from across the UK. This came shortly after a national Ambulance Health and Wellbeing Week involving ambulance employers, UNISON branches, national and arm's length bodies. As part of this week, NHS Employers launched new ambulance health and wellbeing web resources.

Improving your terms and conditions

Pay and reward

Pay Up Now!

The union-wide Pay Up Now! campaign was enthusiastically embraced by health branches and activists building naturally on last year's *Time to talk about NHS pay* programme of member communications.

This activity has included pay day protests and workplace walk-arounds with UNISON's pay petition acting as a major focal point.

Joint union pay claim

The 2017 general election demonstrated that public sector pay restraint seriously hurt the Tory government in the polling booths. In the vacuum that followed the election, UNISON led the 14 Agenda for Change unions to make the bold move of putting in a pay claim centred on:

- An increase in line with RPI
- An additional £800
- Investment in reform of the Agenda for Change pay structure.

The claim was aimed squarely at the Chancellor of the Exchequer, copied to the finance leads in the devolved nations, because we were clear that a symbolic scrapping of the pay cap would be no use to our members unless there was real new money invested in pay.

A period of intense campaigning around the pay claim – including extensive media work and lobbying at party conferences – led to confirmation in the Budget that the

pay cap in the NHS had been scrapped, and that the government was willing to enter alongside employers into negotiations with unions on a package of pay reforms. If agreement could be reached the Chancellor confirmed that he would provide the additional funding to pay for it.

UNISON also led on submitting written and oral evidence to the Pay Review Body – both joint staff side and additional UNISON evidence. The PRB process, although much delayed by the government's period of post-election indecision, has run in parallel with the pay talks. If the pay talks reach a successful outcome the expectation is that the PRB would endorse that. If the talks were to fail, the PRB process would be the fall-back position.

At the time of writing the pay negotiations were drawing to a conclusion and plans were being developed to consult members should an acceptable proposal be reached.

A full update will be provided at Health Conference.

Developing an industrial action strategy

The service group has undertaken a programme of work to develop a strategy for delivering cross-service group industrial action. This work is taking account of the new demands placed on us by the 2016 Trade Union Act and aims to be ready to implement a plan, should we find ourselves in an industrial dispute in the near future.

A useful early project was undertaken in January when we ran a 'temperature check' snapshot survey of members. This was used to test strength of feeling in relation to the key elements of the pay claim and give a steer on how members would be likely to approach being consulted on the outcome of negotiations triggered by our pay claim. This allowed us to test some new methods of consultation, as well as gather useful intelligence about how members in different parts of the country were feeling about their pay at a particular moment in time.

Implementation of NHS Pay Review Body 2017/18 – Northern Ireland

The PRB recommendations for 2017/18 were implemented in England, Wales and Scotland effective 1 April 2017. However, although the report recommendations also covered Northern Ireland it quickly became clear that implementation was going to be severely delayed, or possibly ignored entirely. Civil servants in Northern Ireland argued that the pay award could not be made without ministerial approval and that the dissolution of the Northern Ireland Assembly in February 2017 made that impossible. UNISON strongly opposed this position and at both UNISON Northern Ireland and UNISON Centre level we told the civil service that they had both the power and the moral obligation to make the pay award.

In addition to the injustice facing all NHS staff in Northern Ireland there was an immediate issue. The NHS PRB had recommended that pay point 1 in Northern Ireland to be adjusted so that it was above the 2017/2018 rate of the Government Living Wage (£7.50 or £14,664). Without that recommendation, the pay scales

risked falling below the legal minimum wage.

Building on the hard work in UNISON Northern Ireland, Westminster MPs participating in UNISON's Pay Up Now debate in December 2017 gave even more, UK-wide, prominence to the issue. That debate forced the Government's Northern Ireland Office to clarify the powers available to the civil service.

That clarity gave UNISON Northern Ireland a real boost and they ramped up their efforts to successfully secure payment, which finally found its way into pay packets this spring.

Earnings Max

The Health Service Group Executive launched the 'Earnings Max' strategic organising project at health conference in 2017. The aims of the project are to help branches to improve members' earnings through getting them the right pay, the right terms and conditions and enforcing their contractual rights under Agenda for Change.

It will help UNISON to rebuild expertise on Agenda for Change so we make sure we get the most from it at all levels of the union, whilst at the same time getting more money in our members' pockets. The aim is also to build capacity and confidence through activists taking on local campaigns and sharing their successes to encourage wider participation within the union.

Members of UNISON's health group have delivered presentations and workshops to most regional health committees. The workshop is designed to help each region develop local plans and support branches to deliver local campaigning and

bargaining around issues that matter to their members.

We have developed materials and resources which are being pulled together into a single platform accessible to activists and organising staff which will be launched at this year's health conference.

So far we have heard from a number of branches with stories about their campaigns. These include:

- UNISON Royal Victoria Hospital branch who secured over £645,000 in additional holiday pay for part time workers – the majority of whom were low paid women
- UNISON's Ambulance Occupational Group reached an agreement over holiday pay for ambulance staff meaning they are now able to have their shift overrun payments paid as part of their holiday pay calculation putting more earnings into members' pockets.
- UNISON Somerset Health Branch has been campaigning to get holiday pay calculated in line with Agenda for Change section 13.9

Further examples will be shared at health conference.

Apprenticeships

In July the NHS Staff Council published guidance on pay and conditions for NHS apprentices, following intensive work behind the scenes by UNISON. The guidance does not go as far as we would like and it is clear that some employers are treating it as advisory only. We are currently working to improve and expand upon this initial work to secure a consistent and agreed approach to apprenticeship pay for the future. We also

produced our negotiators' guide for health branches and supported many individual branches with advice on specific issues around how apprentices are being treated. We have also delivered regional briefings

UNISON has participated in a joint working group for employers, unions and Health Education England come together to monitor apprenticeship developments in the NHS.

We have also worked on a cross-service group project which has produced a range of resources including UNISON's apprenticeship good practice charter. It was great to see a health branch was the first to secure sign up from their employer – Southport and Ormskirk Hospital Trust.

JE/banding issues

UNISON has continued to participate in the full range of work of the Job Evaluation Group of the NHS Staff Council, including working on revamping and adding to the national profiles and overseeing the provision of JE training.

We have also continued to assist branches with a range of JE queries, and been able to help resolve a number of disputes.

In addition, we have delivered JE Organising workshops in some regions and to the ambulance sector committee, as well as piloting a two-day course aimed at training activists to support members put in for banding reviews. Expanding and embedding expertise on JE is a key feature of our Earnings Max work programme and we have been promoting the use of UNISON's JE MOT-check as an early part of Earnings Max planning work by branches.

Delivering the Band 6 paramedic role

Intensive work has taken place for the delivery of the national agreement on the Band 6 paramedic role, in addition to paramedics in Wales, Scotland and England implementing their own band 6 agreements. Work continues in Northern Ireland to implement the changes.

NHS pension

UNISON continues to defend the NHS Pension Scheme as a key benefit for all staff working in the NHS. This includes fully participating in the activities of the NHS pension board and the NHS scheme advisory board.

The main focus of work this year has been on the scheme valuation that will set the employer contribution rate payable from April 2019. The early indication is that the employer cost cap will not be breached and won't require any revision to member benefits. As part of this process a review of the member contribution structure is currently underway.

Throughout the year the UNISON pension's unit has delivered numerous NHS pension scheme workshops to health branches.

National employers

National organising project

This 12-month project has proved very successful in growing membership; increasing the number of activists and stewards; and raising UNISON's profile in key target employers including NHS England, NHS Improvement, Health

Education England and Public Health England. The project has also been the catalyst for gaining a new recognition agreement with the Health Research Authority.

NHS England

Discussions continue with this employer about the impact of ending the provider commissioner split in the NHS and the development of STPs and ACOs. These have a significant impact on many NHS England staff who will be transferred or embedded in new organisations to be set up. UNISON challenged NHS England over the real employment issues this throws up for their staff working collaboratively with others but on potentially different pay and conditions. NHS England has recognised the real challenges and has agreed to work with us in partnership this year to try to find a way forward.

NHS Blood and Transplant (NHSBT)

Early reports suggest that 2018 might be a challenging year for NHS Blood and Transplant, as government cuts are passed down to employers.

UNISON continues to lead the NHSBT Staff Side through the partnership forum and its sub-groups.

NHS Improvement

This employer is made up of NHSTDA and Monitor. Monitor has never recognised trade unions but has since Christmas confirmed that they will recognise UNISON, using the NHS England agreement as a template.

NHS Property Services

UNISON continues to work to build membership and an activist base in NHS

Property Services. The UNISON national rep forum meets three times a year and UNISON has strong representation on the national partnership forum.

Previous Department of Health plans to merger NHS Property Services with Community Health Partnership have not materialised. The main focus of work over the last year has been supporting members through a business redesign that sought to reduce and merge job descriptions across the business.

Health Education England (HEE)

HEE completed their last redundancy exercise at Christmas arising from the demand from the Department of Health for them to cut their operating costs by 25% following Government cuts. We are able to report that virtually every person leaving volunteered to go and compulsory redundancies were down to single numbers at the time of writing this report.

Capita (primary care support England)

This employer has agreed to transfer the new Capita employees onto NHS pay scales - although not all NHS staff terms

and conditions. This is work in progress but it is good to note that they have agreed what will be substantial pay rises for many of the new employees they have recruited in 2017.

Staff in private contractors

At the AGM of the Health Service Group Executive in July, a firm position was agreed to try and get a commitment from all private employers in the NHS that they will mirror any increases to NHS pay, terms and conditions. Organising and planning work continues on this, pending the outcome of discussions on NHS pay.

Supporting members as decision makers

Recruitment

In a difficult environment, and in the face of cuts to services, UNISON increased recruitment in the health service in 2017. Over 64,000 new members were recruited over the course of the year, with many regions surpassing their recruitment achievements in 2016.

UNISON health service joiners	2017
Eastern	4,583
East Midlands	3,845
Greater London	6,738
Northern	3,805
UNISON Northern Ireland	4,334
North West	10,319
Scotland	6,924
South East	4,529
South West	3,873
Cymru/Wales	3,693
West Midlands	6,003
Yorkshire and Humberside	5,487
All UNISON Teams	64,133

Health Service Group Executive (HSGE)

The role of the HSGE is to oversee the implementation of policy and to consider issues arising in relation to pay, terms and conditions, recruitment and organising, campaigning, and professional issues relevant to members.

The HSGE met six times during the period covered by this report including the annual general meeting in July at which the

Chairing team were elected, as well as two extraordinary meetings convened to specifically discuss approaches to NHS pay. HSGE working groups were also convened to support the work of the committee. In particular the Agenda for Change Working Group and Devolution Working Group met frequently in order to oversee work on NHS pay and provide reports and recommendations to the wider Executive.

The HSGE agreed a work programme for 2017/18, setting strategic themes for our activities, including identifying priority areas of work in line with conference decisions and UNISON's four objectives.

2017 also marked the end of the previous NEC electoral cycle, with new terms of office for NEC places on the Health Service Group Executive beginning at the end of June that year.

Regional representatives on the Health Service Group Executive will end their two year term in June 2018. Elections are currently underway and successful candidates will take up their seats on the HSGE following National Delegate Conference 2018.

Occupational groups

Ambulance

The national ambulance occupational group met three times during the year covered in this report. To support the commendable work by branches in

implementing the new band 6 paramedic profile and job description, the ambulance occupational group undertook job evaluation training.

Aside from the national meeting cycle, the ambulance occupational group held their biennial seminar in May 2017 at Warwick University. The seminar was well attended and themed around health and wellbeing. Delegates explored ways to better support members in what is an increasingly challenging job.

The ambulance occupational group has continued to develop its own organising and recruitment strategy, and alongside this has established formal links with the Ambulance LGBT network. This has formed part of a wider move to increase participation in the ambulance sector from traditionally underrepresented groups.

The group continued to provide support to the work of the HSGE on mainstream issues and continued its membership on the National Ambulance Strategic Partnership Forum (NASPF).

Operational services

The operational services occupational group met for three ordinary meetings during the year covered in this report.

The committee remains focussed on identifying ways to improve development opportunities for operational services staff, and recognised that more information was required in order to gain an insight into the obstacles that they are faced with.

A survey was circulated amongst members working in bands 1-4 and a report will be produced shortly with the findings.

Nursing and midwifery

The national nursing and midwifery occupational group has met three times during the year covered in this report.

The group continued to provide support to the work of the HSGE on mainstream issues by ensuring the views of nursing family members were reflected in its work.

Alongside these initiatives, the group continued to pursue its agreed programme of work. This included responses to several consultations, the most significant ones being on the future of nurse education and the regulation of the new nursing associate role, together with a consultation on fees for nursing associates. The closed Facebook page for nursing associates has been successful and has proved to be a useful tool for sharing information and workplace experiences.

Science, technical and therapy (STAT)

The science, technical and therapy (STAT) occupational group met three times during the period covered by this report.

An early piece of work arising from the Conference 2017 resolution was to produce and disseminate guidance for STAT reps on how to deal with seven day services and staffing issues.

This was promoted via the STAT newsletter. We have also used the newsletter to publish a series of profile pieces on STAT committee members to highlight the diversity of STAT occupations, and individual stories of routes into UNISON activism.

The group has taken a particular interest in changes affecting pathology (especially the Carter review proposals for consolidating services into networks), as well as professional regulation issues, apprenticeships and other changes to education and training provision.

Partner organisations

British Association of Occupational Therapists (BAOT)

UNISON continued to work closely with the British Association of Occupational Therapists (BAOT), providing industrial relations support to its members and fulfilling BAOT's trade union function.

UNISON continued to raise relevant policy and industrial relations issues affecting occupational therapy staff across a range of stakeholder bodies. This included representing BAOT as a trade union at the NHS Staff Council, through Social Partnership structures, and in the submission of evidence to the Pay Review Body (PRB).

The national Occupational Therapy (OT) Panel (made up of representative BAOT/UNISON stewards from across the UK), met three times during the year to discuss bargaining, organisational and campaigning issues relevant to OT members and to contribute to an ongoing work plan. The annual OT stewards' training seminar organised by UNISON, took place in November. The event was successful, with well received sessions and positive feedback from the delegates who attended.

UNISON continued to work closely with BAOT to encourage OT members to take up the role of a trade union steward and to

actively participate in their UNISON branch.

Managers in Partnership (MiP)

Managers in Partnership (MiP), UNISON's joint venture with the FDA, has 6,000 members working in health and care management throughout the UK (in the NHS, at band 8 and above).

In the last year MiP has prioritised a steward-based approach to organising and campaigning, supporting and training more MiP stewards and representatives locally.

Once again, MiP held a successful annual conference in November. MiP has also taken a lead on tackling workplace bullying and harassment, working through the Social Partnership Forum.

British Association of Prosthetists and Orthotists (BAPO)

The British Association of Prosthetists and Orthotists (BAPO) decided to terminate the Service Level Agreement with UNISON following a decision at their executive council. They have no plans to reach agreement with another union and have worked with UNISON to write to all BAPO members and invite them to take our UNISON membership. The SLA ended on 31 December 2017.

College of Operating Department Practitioners (CODP)

The College of Operating Department Practitioners, whilst maintaining a distinct identity, is a full part of UNISON under the Science, Technical and Therapy (STAT) occupational group.

UNISON has continued to demonstrate the vital role it plays as the professional

body for operating department practitioners (ODPs), in particular being at the forefront of the national patient safety agenda.

A major CODP curriculum review has been ongoing for some time; the revised curriculum will be published soon.

ODPs were integrated into the AHP family in April 2017, a major milestone for the profession. This was marked by a national symposium at the UNISON Centre and various events in the regions. The symposium proved to be a success and a second one will be held in November 2018.

The College is planning a National ODP day on 14th May 2018. This will be an excellent opportunity for ODPs to promote their profession amongst members of the public and their healthcare colleagues.

Prior to 2010, recruitment of student ODP members was nonexistent. However, the last six years have seen a year on year increase in the number of ODPs recruited. This year, a postcard specifically aimed at recruiting ODP members has led to an increase of 183 new ODP members, up by almost 34% since last year which is a fantastic achievement. UNISON will continue to highlight the vital role of ODPs and will continue its efforts to actively recruit and retain these members.

European Federation of Public Service Unions (EPSU)

EPSU is the recognised European social partner organisation for workers in the hospital and health care sector throughout Europe. In the wake of the UK EU referendum, it has never been more important to stand alongside our sister trade unions across Europe, as we fight to

protect and extend the rights of all workers, wherever they decide to live.

UNISON's General Secretary holds the position of EPSU Vice President, and the Assistant General Secretary for Bargaining, Negotiating and Equalities holds the position of Vice President of the Health and Social Services Committee.

Key priorities for this committee include; lifelong learning and CPD for all health workers, developing guidance and toolkits on safe staffing levels and developing joint work with European employers' organisations on health and safety issues - in particular, musculo-skeletal disorders and psycho-social stress.

Appendices

Appendix 1 Conference resolutions

Each year the Service Group Executive agrees a set of actions to prioritise and implement the resolutions from conference. This grid sets out progress against these actions. In the status column, Achieved indicates that all of the actions have been completed; In progress describes actions which have been started but not completed or where the actions called for are long term; To Do indicates that actions have not yet been started at the time of writing; Overtaken by events describes those actions which are no longer possible or relevant.

Resolution	Status
Improved learning, development and career progression opportunities for operational services members	In progress
Safeguarding the contribution of allied health professionals	In progress
Healthcare support workers and the nursing associate pilots (Motions 3,4)	In progress
New roles in the NHS	In progress
Monitoring the impact of scrapping NHS bursaries	In progress
Governing Body Registration Fees	In progress
Car parking charges – an attack on NHS staff and the public	Complete/ in progress
Key Worker Housing	In progress
NHS Equality and Diversity Council LGBT group	Overtaken by events
Impact of cuts on Trans health workers	In progress
European Union nurses post-EU exit – wanted, needed and valued	In progress
Migrant Workers – challenging racism in the workplace (Motions 13,13.1,14)	In progress
Discrimination in the NHS	In progress
Sickness Absence and Occupational Health Services	In progress
Health, Safety and wellbeing	In progress
Protect the health and wellbeing of ambulance staff	In progress
Older women working in the NHS	In progress
Dementia friendly employers	In progress
Refreshing Agenda for Change	In progress
Effect of NHS Trust organisational change and the impact for Agenda for Change	In progress
Build the fight to break the 1%	In progress
Tackling Low Pay across our NHS	In progress
Eradication of Band 1	In progress

Living wage: supporting branches to win and maintain Living Wage status	In progress
Thames Valley Cost of Living campaign	In progress
Apprentices in the NHS (Motions 28, 28.1, 29)	In progress
Apprentices in the NHS and NHS Blood and Transplant	In progress
NHS Blood and Transplant – holiday pay	In progress
Working patterns – choice not compulsion	In progress
Make UNISON the number one choice for healthcare workers	In progress
Campaign to defend our NHS	In progress
Shared Services in the NHS	Overtaken by events
Nottingham University Hospitals and Carillion	Complete
Automation and effects on NHS Workforce	In progress
Care for it, Vote for it – Mobilising health workers in the General Election	Complete
Supporting members through service transformation	In progress
Health and Social Care Integration – Closing the Gap	In progress
Health and Social Care Integration and New Commissioning and Organisational Models	In progress
Sustainability and Transformation Plans	In progress
Sustainability and Transformation Plans	In progress
Tackling the underfunding crisis in health and social care	In progress
Stop the programme of sustainability and transformation plan cuts	In progress

Appendix 2 Publications and submissions

The Health Group produced a number of publications and policy in the period covered by this report. In addition, weekly Health Circulars were distributed to branches. The Health Service Group Executive is currently conducting a strategic review of all communications.

Date	Type	Title
Regular	Newsletter	UNISON in NHS Property Services
Regular	Newsletter	One Team Campaign
Regular	Newsletter	News for HEE staff
Regular	Newsletter	News for NHS England staff
Regular	Newsletter	News for NHSBT staff
Regular	Newsletter	News for PHE staff
Regular	Newsletter	HCA newsletter
Regular	Newsletter	STAT newsletter
Regular	Guidance	Nursing associate briefings
Regular	Bulletin	Time to talk about pay / Pay Up Now for the NHS
Regular	Bulletin	Regular bulletin for BAOT Stewards
Regular	Newsletter	Monthly News item for Royal College of Occupational Therapists
Regular	Article	Ambulance Today
Regular	Newsletter	Ambulance Occupational Group Newsletter
Regular	Newsletter	CODP Newsletter
Regular	Newsletter	Nursing family newsletter
Annual	Newsletter	Health student newsletter

Policy submissions

The Health Group produced a wide range of policy submissions during the period covered by this annual report, including:

- NMC 'Future Nurse' consultation on pre-registration standards, September 2017
- House of Commons Health & Social Care Select Committee inquiry: Nursing workforce. UNISON written submission, October 2017.

- Department of Health consultation: Promoting professionalism, reforming regulation. UNISON written submission, January 2018.
- House of Commons Health & Social Care Select Committee inquiry: Integrated care, organisations, partnerships and systems. UNISON written submission, January 2018, and oral evidence, February 2018.
- House of Commons Housing, Communities & Local Government and Health & Social Care Select Committees joint inquiry: Long term funding of adult social care. UNISON written submission, March 2018.
- Health Education England: Facing the facts, shaping the future - a draft health and care workforce strategy for England to 2027. UNISON written submission and joint NHS trade union written submission, both March 2018.
- NHS Pay Review Body, written and oral evidence, December 2017 and March 2018

Appendix 4 Membership of health group committees and UNISON staff

HSGE membership

Region	Name
Eastern	Harry Seddon
Eastern	Joyce Aldridge
Eastern	Samantha Hemraj
East Midlands	Roz Norman
East Midlands	Georgina Elliot
Greater London	Mike Davey
Greater London	Janet Maiden
Greater London	Beatrice Boateng
Northern	John Malcolm
Northern	Maria Alberts
Northern	Helen Kilpatrick
Northern Ireland	Roberta Magee
Northern Ireland	Maura McKenna
Northern Ireland	Jill Weir
North West	Karen Reissmann
North West	Linda Miller
Scotland	Alex Joyce
Scotland	Wilma Brown
South East	Steve Bell
South East	Sharon Akers
South West	Mark Wareham
South West	Trudie Brailey
South West	Alison Evans
Cymru/Wales	Ian Thomas
Cymru/Wales	Libby Nolan
Cymru/Wales	Karen Burke
West Midlands	Edward Wooley
West Midlands	Jenny Harvey
Yorkshire & Humberside	Adrian O'Malley
Yorkshire & Humberside	Theresa Rollinson
Yorkshire & Humberside	Rebecca North
Ambulance	Bryn Webster
BAOT	Peter Hewin
Nursing & Midwifery	Linda Hobson
Operational Services	George Barron
STAT	Gemma Jones
NEC	James Anthony
NEC	Gordon McKay
NEC	Claire Dixon
NEC	Jennifer Forbes

Occupational group committee membership

Ambulance	
Region	Name
Eastern	Fraer Stevenson
East Midlands	Chris Klus
Greater London	Eddie Brand
North West	Jeff Gorman
Northern	Joel Byers
Northern Ireland	Alastair Long
Scotland	Stevie Gilroy
South East	Peter Steventon
South West	Jo Fowles
Cymru/Wales	Damon Turner
West Midlands	Peter Green
Yorkshire & Humberside	Bryn Webster

Nursing and midwifery	
Region	Name
East Midlands	Surinder Gidda
Eastern	Sam Hemraj
Greater London	Mike Davey
North West	Christine Sullivan
Northern	Linda Hobson
Northern Ireland	Eoin Stewart
Scotland	Margaret Cranmer
South East	Jay Nevitt
South West	Trudie Brailey
Cymru/Wales	Jeanie Morris
West Midlands	Steve Jones
Yorkshire & Humberside	Ann Moses

Operational services	
Region	Name
East Midlands	Vacant
Eastern	Ian Thomas
Greater London	Jim Mansfield
North West	Vacant
Northern	George Barron
Northern Ireland	John Murray
Scotland	Frances Carmichael
South East	Sean Sawyer
South West	Susan Nash
Cymru/Wales	Margaret Thomas
West Midlands	Vacant
Yorkshire & Humberside	Katie Hodgson

Science, technical and therapy	
Region	Name
East Midlands	Lynn Booth
Eastern	Lesley Headland
Greater London	Gemma Jones (Nigel Stubbs maternity cover)
North West	Michelle England
Northern	Lucy Knightley
Northern Ireland	Steven McNeill
Scotland	Reg Lloyd
South East	Richard Eggleton
South West	Lyn Ward
Cymru/Wales	Peter Hewin
West Midlands	Pat Davies
Yorkshire & Humberside	Deborah Parker

UNISON health group staff

UNISON health group	
Name	Role
Bea Adi	Assistant national officer
Sharan Bandesha	Assistant national officer
June Chandler	National officer
Nick Entwistle	Assistant national officer
Sara Gorton	National secretary
Val Johnston	Assistant national officer (temporary)
Celestine Laporte	National officer
Richie Lewis	Assistant national officer
Alan Lofthouse	National officer
Hanna Najeme	Team administrator
Jemma Moss	Team administrator (temporary)
Helga Pile	Senior national officer
Colm Porter	National officer
Rosemarie Powers	Team administrator