



Foreword	3
Challenging government policy on the NHS	5
Standing up for patients and staff	9
Improving your terms and conditions	16
Supporting members as decision makers	23
Appendices	27

# Foreword

## To all UNISON members working in health:

This year's conference takes place at a time of great uncertainty for our NHS. At time of writing there is still no clarity about what form the UK's impending exit from the EU will take. This has potentially huge ramifications for the health service and those of us that work for it.

In such circumstances, UNISON members rightly look towards their union for reassurance. Thankfully, we arrive in Bournemouth in the best possible shape to rise to the challenges that confront us and to inspire confidence in those who depend upon us.

The Health Service Group has led the way in the wider union's recent successful recruitment drive. It is no exaggeration to say that without your efforts the union would not be the thriving – and growing – organisation that it is today.

UNISON has bucked the trend, both within the UK and internationally, by becoming a union that ended 2018 bigger than it started. This is a great achievement for all our activists and staff who have worked flat-out to make sure we are now officially the biggest union in the UK.

Non-members continue to join UNISON at such an impressive rate because ours is a union that truly delivers. This can be seen in the breadth of work covered in the Service Group Executive's annual report and the frequency with which we are able to produce real victories for our members.

Work on the NHS pay deal dominated our activities in all four countries. Launched for consultation just ahead of conference last year, the deal has been implemented with the closure of Band One in England, and extra funding flowing through, securing agreements in Scotland and Cymru/Wales. The Pay Up Now! campaign continues to secure progress for members in Northern Ireland and to roll out the deal to staff delivering NHS services through private contracts and employment with Arms Length Bodies.

But it was not only on pay that the union has been active. The union's One Team campaign continues to bring together all parts of our health membership – confirming the strength that UNISON derives from being the only voice for the whole healthcare team. Nowhere was the value of the whole team promoted than in the many campaigns run to challenge the use of wholly owned subsidiaries in England. The victory at Wrightington, Wigan and Leigh last summer was hugely symbolic with many other trusts abandoning their plans in the wake of this successful industrial campaign. The unions work led to changes in policy, increasing our chances of stopping future arms-lengthing of NHS staff and services.

During 2018 our members were heavily involved in the various plans to commemorate the 70th birthday of the NHS – placing UNISON at the heart of the conversation about the public’s most cherished national institution. Pressure across the spectrum forced a ‘birthday budget’ out of the Prime Minister – not enough, but testament to the high political profile the NHS has across the whole UK.

We have also made the NHS sit up and take notice when it comes to protecting the health and wellbeing of staff. Our calls to tackle bullying, racism and violence in our workplaces have been heard, and we have forced the hand of governments to make the NHS a better and safer place to work and to take the mental wellbeing of staff seriously.

These achievements, and many like them, are evidence that our union refuses to be beaten. The persistence and belief that our activists and staff demonstrate on a daily basis makes us more than a match for any government or employer.

We hope you will agree that this year’s annual report makes for impressive reading. As ever, it has only been possible due to the collective effort: activists, branch stewards, committee and executive members, and staff – all pulling together to deliver for our health members.

Thank you to everyone who makes up the winning UNISON team!

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

**Sara Gorton**

Chairing team

National Secretary for Health

# Challenging government policy on the NHS

## NHS funding and structure

### The NHS Long Term Plan

In June 2018, it was announced that the NHS would receive an additional £20.5bn of funding by 2023/24. NHS England and NHS Improvement were asked to prepare a Long Term Plan to agree priority areas for the NHS in England over the period of the funding increase.

UNISON contributed to the consultation on the Long Term Plan, calling for an emphasis on workforce and culture alongside restoration of development budgets and a national apprenticeship fund.

The Plan was published on 7 January 2019 and set out a number of proposals to tackle major health conditions, to redesign care and to modernise the way the NHS operates in England over this five year period. It also called for a Workforce Implementation Plan to be developed. In addition, it set out a number of suggestions for legislative changes to scale back the exposure of NHS organisations to competition and procurement processes.

In addition to press responses to the Plan, UNISON produced a detailed briefing which went out to branches in January and included suggested action for branches in terms of attempting to influence local plans for the first year of the Plan and system plans for the full five years.

Branches were also encouraged to refer to the anti-competition elements of the Plan in their attempts to resist the imposition of procurement process or the establishment of wholly owned subsidiary companies.

At the time of writing, the Health Service Group Executive had agreed that the Workforce Implementation Plan and the proposed legislative changes would be the key priority for the union's work to respond to the Long Term Plan in 2019.

### Wholly owned subsidiaries

UNISON's ongoing campaign against the establishment of subcos in England recorded a number of significant victories over the past year.

Strong strike action at Wrightington, Wigan and Leigh forced the trust to back down from their plans to set up a subco in July 2018.

This was followed by further success at another four trusts over summer and autumn 2018 – Leicester, Leeds, Mid Yorkshire and Tees Esk and Wear Valley – where a combination of threats of industrial action, political campaigning and media work helped turned the tide in our favour.

A further strike by staff in Bolton against the failure of an existing subco to pay them the new Agenda for Change pay rates also resulted in victory in October 2018 when the trust agreed to pay staff the full three-year pay award.

The combination of local action and national lobbying led to NHS Improvement calling a pause to any future plans to

establish subcos in September 2018 with a subsequent consultation on what new guidance should be issued on any future plans by trusts looking to set up subcos.

UNISON responded to the consultation restating the union's opposition to subsidiaries and calling for a tougher regulatory regime to be applied to any trusts seeking to go down the subco route.

NHS Improvement published revised guidance for trusts on wholly owned subsidiary companies at the end of 2018. The guidance did not go as far as UNISON wanted, but the new system would require Trusts to seek approval from NHS Improvement before new Subcos could be established. This would provide branches with another tool to use to scrutinise business cases and make the union's opposition to plans clear.

As an addition to the union's wider political and industrial campaigning, UNISON produced a short briefing in December 2018 that can be used to hold trusts to account based on the new guidance.

The union has also issued a revised branch briefing on subcos in October 2018.

## **NHS at 70**

Funded by the union's Campaign Fund, UNISON was involved in a wide variety of activities to mark the 70th anniversary of the formation of the NHS, using the theme "celebrate and defend". There was a particular focus on this work in UNISON Cymru/Wales, the birthplace of the NHS.

Most prominently at a UK level, the union was the main funder of the 30 June 2018 march and demonstration in London, co-organised by the TUC, Health Campaigns Together and the People's Assembly. It was a well-attended occasion and had a high profile in the media, including BBC

News, before, during and after the event. UNISON President Gordon McKay addressed the rally on Whitehall and the UNISON members from the WWL subco strike featured prominently on the march.

There was a similar event in Belfast, organised by UNISON Northern Ireland, which was also well-attended and featured marches from the Royal Victoria Hospital, the Mater Hospital and Writers' Square to Belfast City Hall.

The union produced a range of materials for use at the demonstrations in London and Belfast but also for other events. Branches from all four nations organised events on the anniversary or shortly afterwards, including giant birthday cards, recruitment events and political stunts.

On the day itself, UNISON advertising appeared prominently in the Metro and on news websites – emphasising the link between the union and the NHS.

UNISON also brought Hollywood star Michael Sheen together with Aneira Thomas, the first baby born on the NHS, for a special interview.

The union worked with the Aneurin Bevan Society to put on events in Tredegar (Bevan's birthplace) and at Westminster. The latter featured performances from the Tredegar Town Band, who produced a new piece of work to mark the occasion which will be available free for all to perform (in keeping with NHS principles).

The Bevan Society also produced a series of films with UNISON's support featuring interviews with all surviving leaders of the Labour Party, introduced by Labour leader Jeremy Corbyn.

At Prime Minister's Questions on 27 June, Labour MPs, including Jeremy Corbyn and other frontbenchers, could be seen wearing the union's "NHS 70 Celebrate and Defend" badges. This was used to build support for the forthcoming demo, to highlight the dangers faced by the NHS and to associate the union with the birthday.

To emphasise the political nature of the NHS and the threats it continues to face, the union also produced articles for various publications around the birthday, including a piece on the dangers of subcos in the NHS's 70th year.

UNISON sponsored an award at the NHS 70 Windrush ceremony in Manchester. The "Operational Services Excellence" award was won by UNISON member Evelyn Beckley, a patient affairs officer at the South West Yorkshire Partnership NHS Trust.

The union was also part of a wider NHS 70 Steering Group coordinated by NHS England to share information on events to mark the anniversary, which allowed us to promote offers such as free sports tickets for health workers to our members.

General Secretary Dave Prentis was also one of the judges for the NHS Heroes awards that featured on ITV.

## **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) continues 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.

Work on policy development over the period was dominated by the consultation and implementation of the NHS Long Term Plan, but through the SPF structures the staff side also provided input to

discussions on the TOPOL review; winter planning and the NHS flu vaccination.

In October 2018, trade unions secured SPF commitment to a focus on violence against staff, which was followed by the announcement in November that the Government would commit to a Violence Reduction Strategy.

## **Funding situation in Northern Ireland**

Progress in 2018 on reform of the health and social care system and the implementation of the 10 year strategy 'Delivering Together' in Northern Ireland remained slow due to the ongoing political vacuum.

UNISON continues to fight austerity in our health service. The 2018/19 and recently announced 2019/20 budgets do not provide enough resources to allow our health service to stand still, let alone respond to the increasing demands and costs of providing services. These cuts continue to be imposed on the health service despite the last Executive agreeing that a period of 'double running' will be necessary in health and social care, to deliver existing services whilst developing and implementing change. UNISON Northern Ireland continues to remind the system of this commitment at every turn and will press for the investment that is desperately needed.

The 2018/19 budget included £100 million in funding for health service transformation, with a further £100 million proposed for 19/20. In 2018/19 the Department of Health identified a significant number of projects to be funded, but it became clear that delivery would be a serious challenge as it requires recruitment of 1200 additional staff in a service which has thousands of vacancies at present. This target will not be met and as the funding must be spent in the financial year and is non-recurrent, funding will be diverted into alternative projects. We are monitoring this spending closely, challenging to ensure that the money is spent on genuine transformation that benefits our members and the public, and is not simply plugging holes in budgets.

In social care, UNISON Northern Ireland is fighting to stop attempts to introduce charges for domiciliary care and for immediate implementation of a recommendation we secured from an independent panel that workers should be paid as a minimum the real Living Wage. Over the coming months we will be scrutinising a proposed new model for homecare in order to ensure that it deals with exploitation of the workforce, recognises the damaging trends of privatisation and reverses these trends.



# Standing up for patients and staff

## Protecting the health and wellbeing of NHS staff

### Violence and aggression

UNISON continued its campaign to highlight the impact of violence and aggression against NHS staff throughout 2018. This has become increasingly important as following the closing of NHS Protect in 2016 no national body was responsible for collecting data and reporting trends of assaults. UNISON worked with the Health Service Journal to complete a Freedom of Information request and published a special report to explore the factors influencing the increase in assaults and the initiatives underway to reduce them. This special report was followed by a roundtable event bringing together a panel of experts from across the NHS. The group explored in more detail the findings from the FOI and shared experiences across mental health, acute, community and ambulance environments.

UNISON remains at the forefront of the debate on changes needed to reverse the trend of increasing assaults against NHS staff. Through the national Social Partnership Forum UNISON brought forward proposals on how the NHS should tackle the issue. This was followed by the announcement in November 2018 of a national Violence Reduction Strategy. UNISON will continue to shape and influence this agenda through the NHS Social Partnership Forum.

### Legislation to protect emergency workers

UNISON also welcomed the introduction of the Assaults against Emergency Workers Act (2018) which allows courts to increase the sentences for those convicted of assaulting staff acting in emergency situations. UNISON has been involved throughout the journey of the private members' bill and ensured that the definition of "emergency worker" was broad enough to cover most NHS staff in the course of their duties.

### Health and wellbeing

The health and wellbeing of NHS staff continues to be a priority for UNISON across the UK. UNISON influences and participates in health and wellbeing work in each devolved nation. The Health Service Group executive has been involved in various health campaigns around issues such as violence and aggression, bullying, suicide and mental health. In 2018, UNISON conducted a survey of members and asked questions about long hours and the impact on health and wellbeing. The results showed that staff are working in excess of their contractual hours and many are not taking their allocated breaks.

The NHS Staff Council pay framework agreements in England, Scotland and Cymru/Wales all contained a commitment to work to improve the health and wellbeing of NHS staff and this is being taken forward within relevant partnership structures in each of the countries.

In England, the Social Partnership Forum has continued its work on positive

workforce cultures with the Call to Action on tackling bullying and harassment continuing to be a priority.

Other specific work has included working with the National Ambulance Strategic Partnership Forum Health and Wellbeing project, and equivalent devolved nations groups, to achieve a greater focus on health and wellbeing, including mental health and campaigning for a better balance between ambulance performance and staff wellbeing.

UNISON also works on health and wellbeing issues through the formal bargaining structures and continued to contribute to the work of the NHS Staff Council Health, Safety and Wellbeing Partnership Working Group (HSWPG). Through HSWPG, the union has worked to persuade the Health & Safety Executive to take more robust proactive approach and enforcement action on issues such as stress and violence at work. The group have also agreed and circulated guidance on improved safety culture and engaged with employers on a range of issues such as shift work, stress and Musculoskeletal Disorders (MSDs).

## **Equalities**

UNISON contributes to equality work through policy and bargaining structures.

On the NHS Staff Council, UNISON has played a key role in the Equality, Diversity and Inclusion sub-group (EDIG), contributing to a major overhaul of Section 15 of the Handbook during 2018.

Implementation of the 2018 Pay Framework led to Staff Council agreements extending provisions for Shared Parental Leave which at the time of writing were out for consultation.

UNISON also contributed to NHS England's Equality and Diversity Council. The EDC aims 'to tackle health inequalities and promote equality for all, bringing to life the values of the NHS Constitution' and has oversight of the Workforce Race Equality Standard.

In early 2019 the Workforce Disability Equality Standard was also introduced alongside a refreshed 'self assessment' tool, the NHS Equality Delivery System. At the time of writing, the health group was working with the Equalities Unit to promote both initiatives through our networks.

During the period, the Health Group arranged interactive sessions at SOG conferences, designed to get input from members on how their NHS organisation manages race and LGBT issues and to assist with the development of work on sexual harassment.

## **NHS staff survey**

UNISON continued to participate in developing and promoting the NHS staff survey for England. The 2019 results will, for the first time, contain a measurement of staff morale – something we have called for repeatedly for a number of years.

## **Protecting the rights of workers from outside the UK**

In a period where uncertainty over the impact of Brexit dominated the news, the union worked to highlight the impact of Brexit and proposals for post-Brexit immigration policy on the NHS workforce.

This work involved providing advice for members subject to the new Settled Status policy; drafting and circulating Parliamentary briefings ahead of Immigration Bill processes and working with external organisations to support members through difficulties.

In November 2018, UNISON highlighted the impact of increases to the health surcharge and the impact that these up-front charges for treatment have on staff and patients alike.

UNISON continued to co-convene the Cavendish Coalition, a group of 36 organisations working together to secure the workforce needed to deliver health and care and to seek certainty for those already employed from outside the UK.

## **Staffing levels campaign**

UNISON has continued to advocate for mandatory/ legal minimum ratios of staff across all occupational groups within the NHS and is a continued listed supporter of the Safe Staffing Alliance.

The Be Safe training is still available and several courses have taken place throughout England in the last 12 months.

The annual staffing levels survey took place in late 2018 and was published in January 2019. The survey was sent to every UNISON member working in Health. The survey received a record number of responses and included members working in the private, third and voluntary sectors.

UNISON Scotland has held one meeting with the new Cabinet Secretary for Health on the issue of the Governments Safe Staffing legislation, but requests for a more detailed meeting to discuss UNISON concerns remain unanswered.

## **Clinical placements**

As part of the Year of Young Workers, a survey of healthcare students was launched in January 2019. This survey interrogated a range of topics, including clinical placements, the learning experience for healthcare students, the financial impact of being a healthcare student and the level of support available to students.

The survey was open to all healthcare students, not just UNISON members and was therefore an organising and recruitment opportunity. Headline results of the survey will be available at the end of March and will be reported to conference.

## **Improving regulation**

### **HCPC Fees**

UNISON launched a campaign against the proposed 18 per cent increase by the Health and Care Professions Council of its registration renewal fee from £90 to £106 per year. We held a survey of members registered with the HCPC and submitted a written response to the consultation about the increase reflecting members' views, which were overwhelming against an increase. UNISON, alongside other unions and professional bodies, sent an open letter to the HCPC to argue against the proposed hike.

We set up a campaign page on our website, wrote to the individual HCPC council members asking not to increase their fees, produced a Parliamentary briefing for all MPs and Lords and asked them to sign up to a letter to the HCPC's chair calling on the HCPC not to impose its fees hike. Overall 47 cross-party MPs and peers signed the letter. Following the announcement by the HCPC that they would increase their fees despite

overwhelming opposition UNISON launched an Early Day Motion against the fees and sent out an email to all UNISON members registered with the HCPC asking them to write to their MPs. At the time of writing over 3000 members had written to their MPs.

## **Improving mental health services**

In November 2018, guidance for branches designed to initiate discussions with employers about prioritising the mental health of staff was published. Suggestions encouraged joint working approaches based on the mental health core standards defined in the “Thriving at work” Stevenson/Farmer review of mental health and employers.

A survey was circulated to staff working in mental health to capture views on career progression opportunities and explore reasons for turnover within the field. Findings will be available on the dedicated campaigns page online, and shared with branches to help inform work on local campaigns.

Branches from across the union took part in World mental health day activities, using materials produced by the union and participating in our social media campaign alongside external organisations and campaign allies.

## **Better hospital food**

UNISON continues our affiliation to Sustain’s Better Hospital Food campaign, communicating concerns raised by members and helping inform lobbying efforts by the alliance.

A better hospital food report has been circulated to branches outlining findings from the December 2018 survey exploring the availability of healthy food options in hospitals. These findings can be used to help shape and support branch campaigns.

UNISON sits on the retail, staff and visitor work stream of NHS Improvement’s hospital food strategy group, and continues to influence the creation of new hospital food standards for England launching later this year.

## **One Team campaign**

The One Team campaign continued to be a priority for the Health Group with One Team Week taking place from 5-9 November. Branches and regions ordered lots of the promotional materials to distribute during the week and lots of celebratory activities and events took place.

UNISON produced three short, animated films for the One Team campaign – which featured the voices of UNISON members speaking about their individual roles: a cleaner, a medical secretary and a porter. The films showed their personal stories and how they saw that their role contributed to patient care. The films were widely viewed through social media with around 150,000 views and were very well received.

UNISON also promoted the aims of the One Team campaign through sponsorship of the Our Health Heroes awards. UNISON member Margaret Canavan won the UNISON-sponsored Operational Support Worker of the Year award with another UNISON member winning in the Clinical Support category.

## **New NHS roles**

### **Newly Qualified Paramedics**

UNISON continues to monitor and improve the Implementation of the Newly Qualified Paramedic role in England and Wales, including work on a group to ensure the fast-track system, that allows some paramedics to progress to band 6 after 12 months instead of 24, is implemented in line with the national agreement.

### **Physician associates**

Following the government consultation which UNISON responded to, statutory regulation for physician associates and physician assistants (anaesthesia) will be taken forward across the UK. We have continued to engage in dialogue with the professional body and have been working in the Staff Council job evaluation group to scope and develop specific profiles for these roles.

### **Nursing associates**

UNISON has continued to actively participate in the nursing associate implementation group convened by Health Education England to oversee the pilot programme, and the subsequent expansion via the apprenticeship funding route. Through this group we worked in partnership to gather feedback on the model job description for trainees and to publish joint guidance on building job descriptions for the qualified role. UNISON also sat on an external stakeholder group convened by the Nursing and Midwifery Council (NMC) to provide high level strategic advice on the development of regulation for the nursing associate role. We responded to various NMC consultations including on the fee level,

where we argued for lower fees to reflect lower earnings potential. We took the opportunity to argue for differential fees more generally including newly qualified and part-time rates, and for a monthly payment option. We also argued for flexibility around work-based learning and the need for protected learning time. And we raised the concerns of our members around the anomalous position of having assistant practitioners doing similar roles who are not subject to regulation. These are all issues that we will continue to pursue with the NMC now that the first nursing associates have begun coming on to the register.

We have produced and updated branch guidance on recruitment, organisation and negotiation around the nursing associate training programmes and the deployment of the role once qualified. We have also updated our recruitment leaflet and worked with LAOS to encourage support for would-be nursing associates who need to evidence their literacy and numeracy skills to apply for the training. Finally we continue to run the UNISON nursing associate Facebook group where we post useful information and updates for members and get their feedback and interaction on key issues.

## **Hospital car parking charges**

The UNISON parking charter was launched in June 2018. Following on from the launch work has been ongoing to promote the charter.

Over 3,500 health staff members responded to a survey in July 2018 which looked at the impact of hospital car parking charges on staff and the stress that this issue causes them. The results of this survey formed the basis of a story by

the Sunday Mirror in October 2018 that highlighted the disproportionate fining system that many Trusts operate and the inequitable system of charging staff for permits when there are more permits issued than spaces available.

Work on hospital car parking charges continues; branches continue to contact the health team about this issue and we continue to promote the charter.

# Improving your terms and conditions

## Fighting the government – breaking the pay cap

Work on pay dominated the work of the service group over the year, with members' decision to accept the NHS Staff Council Pay Framework deal in England opening negotiations that led to agreements in Scotland and Cymru/Wales. The Framework involved a three year reform of the AfC pay structures, combining top-of-scale increases with removal of pay points and increases to the starting salaries in all pay bands between 2018 and 2020.

At the time of writing the union was still awaiting confirmation that formal negotiations could start in Northern Ireland.

Work over 2018-19 fell into three main areas – consultation and ballot; implementing the new pay structure; and leading the further negotiations on Band 1-2, pay progression and apprenticeship pay.

All areas of work were overseen by the SGE's Agenda for Change and Devolution working groups.

## Decision time – consultation and ballot

As agreed at health conference 2018, members in England were encouraged to participate in the consultative on-line ballot.

An extensive suite of materials was produced to support the consultation including:

- Joint union pay calculator and website
- Explanation of the pay deal booklet
- 'Have your say on pay' vote prompt flyer
- "Sorry we missed you" walkabout postcard
- Activist briefing booklet on the detail of the pay agreement
- Training sessions delivered to organisers
- Walk-and-talk card version of the pay calculator
- Unsocial hours postcards
- High Cost Area Supplement postcards
- Consultation briefings for branches
- Direct emails to members
- Direct emails and briefings on both the pay offer and consultation process to branch secretaries

The online ballot was supplemented by a phone-vote facility supported by UNISON Direct.

The ballot outcome was received by the AfC and Devolution Groups in June and was as follows:

84% of the 83,500 members who participated voted to accept and 16% voted to reject. Turnout was 30% with approximately eighty-three and a half thousand members taking part in the ballot. Both turnout and vote to accept was roughly consistent in every UNISON region in England.

The Framework was accepted through the NHS Staff Council after a vote confirmed



that it was supported by 13 out of the 14 AfC trade unions.

### **Implementation of the new pay structures**

Staff in England were moved to the Year One pay points in July with backpay processed in August.

The changes – effective retrospectively from 1 April – started the process of moving to the new 2 and 3 point pay structure and included an immediate uplift to a new minimum AfC rate of £17,460 for those on the lowest pay rates; removal of the bottom pay point in bands 2-7; a 3% increase to the top points in Bands 2-7; and changes to the intermediate points in Bands 2-7 to deliver a pay uplift greater than under the previous system.

The health team worked hard to support branches by responding to queries from members and stewards, checking that the information in pay slips matched the figures in the pay calculator used to support consultation. Additional reassurance was given to branches and members after it emerged that some incorrect information about the pay rates had been conveyed in another trade union's member magazine.

Approaching the start of the 2019 pay year, the health group was working with other trade unions to prepare for implementation of Year Two of the new structures.

### **Closing Band One**

The pay framework contained a provision to close Band One in December 2018. It also committed employers to move staff to Band Two before the end of the three years of the deal. UNISON led Staff

Council negotiations to agree the details of how these provisions would be delivered.

Negotiations concluded at the end of 2018, with agreement reached on a consistent timeline and a common effective date of 1 April 2019 for all staff wanting to move to Band two.

The health group produced guidance for organisers and branches and at the time of writing was preparing to run a series of regional roadshows on the agreement.

### **Pay Progression**

The NHS Staff Council finalised a package to support implementation of the new system for pay progression in line with the provisions in the England Framework Agreement on pay. UNISON sent a draft of the annex to branches in November and as a result of the feedback received we put forward a number of amendments and improvements.

Existing staff will continue to have incremental progression under their current arrangements until 31 March 2021. If increments currently happen automatically then, for staff employed before 1 April 2019, that should continue. Most existing staff will have reached the top of their band by April 2021. But if not - or if they get promoted – they will be covered by the new system from 1 April 2021. Full guidance has been circulated to UNISON health branches.

### **Apprenticeships**

The three-year pay deals for England and Cymru/Wales contained commitments to negotiate new provisions in the NHS terms and conditions handbook on pay for apprentices. Negotiations in England have been ongoing since June 2018 and have looked at apprenticeships in three broad

groups: those leading to graduate jobs; those leading to post-graduate jobs; and those leading to jobs in bands 2-4. Progress has been hampered by the gap between employer concerns about affordability within current apprenticeship levy funding constraints and the trade unions' objective of ensuring a fair approach to apprentice pay that sits within the Agenda for Change pay structure. At the time of writing talks were continuing, alongside efforts led by UNISON to lobby for additional funding to support the development of high quality and sustainable apprenticeships in the NHS as part of the workforce strategy.

### **Pay in Scotland**

Building on our 'Pay up Now' campaign UNISON Scotland led and delivered on the NHS Scotland pay deal with members voting overwhelmingly to accept the offer of no less than 9% over three years. The majority of branches used the pay offer as an opportunity to engage with members and recruit non members.

Following agreement at STAC on 3 December 2018 it was agreed to consult on 3 of the 4 the areas of reform. These are Promoting Attendance, Utilisation and Application of TOIL and appraisal and incremental progression. These proposals have been circulated to Branches and responses were received by 25 February 2019. The outcome of the consultation was that UNISON were supportive of the proposals and this matter would then go to STAC Staff Side.

UNISON Scotland has now received a proposal around Organisational Change Branches have been consulted on this matter and the outcome was to agree the proposals.

### **Pay in Cymru/Wales**

The success of the pay agreement in England unlocked funding for discussions in Cymru/Wales and, following a positive result in a consultative ballot, agreement was reached on a pay restructure based on the England agreement. The UNISON Cymru/Wales health committee agreed on basis of specific monitoring and partnership review of the implementation of the agreement. Parts of this have proved problematic so the All-Wales partnership forum business committee is working hard to ensure a positive outcome.

### **Pay in Northern Ireland**

UNISON Northern Ireland continues to press for the pay increases our members deserve in the absence of political leadership.

Since the UNISON UK-wide claim resulted in successful negotiation in England, Scotland and Wales for improvement in Agenda for Change pay we have turned our efforts to securing implementation of a similar pay award in Northern Ireland. However, we immediately faced resistance in the Department of Health citing the absence of a Minister due to the ongoing political stalemate in Northern Ireland as the reason why the UK-wide pay settlement could not be applied.

UNISON's response was a major campaign rejecting this position and demanding pay justice, highlighting the significant pay deficit that health workers in Northern Ireland experience compared to workers in England, Scotland and Wales. We demanded pay parity, an immediate interim uplift of 3% for all without prejudice and the real living wage for the lowest paid. We held a consultative ballot with our members on

possible industrial action. During the period of the ballot, the Department of Health 'offered' a settlement, despite claiming up to that point to not be in formal negotiations with us. This 'offer' was made via press release and the details and figures it presented were not agreed by trade unions and were misleading. This was unacceptable, as it only represented a one year deal that would not bridge the gap in pay or restore parity. We demanded full funding for uplifts in pay. The Department of Health then moved to impose their 'offer' without the agreement of trade unions.

UNISON Northern Ireland is now pursuing a fresh round of discussion in an attempt to secure the completion of a refresh of Agenda for Change.

## **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 boards and the NHS scheme advisory boards that cover the schemes in England and Wales, Scotland and Northern Ireland.

The main focus of work this year has been on the scheme valuations that assess the cost of the schemes and sets the employer contribution rate payable from April 2019. In September, the Treasury reported that there was a breach of the employer cost cap that meant the scheme is costing less than previously predicted. The scheme advisory boards made recommendations to their respective health departments on how rectify this breach. This included a combination of a reduction in member contribution, an improvement in benefits and changes to the member contribution structure. At the time of writing this element of the scheme valuation has been paused due to a court ruling on part of the 2015 public sector pension scheme reforms. The current member contribution structure will continue until the court process has concluded. The scheme valuations also resulted in an increase in the employer contribution rate to 20.6%. The government has given an initial commitment to employers to fund this.

A one day course on the NHS Pension Scheme has been developed and is being rolled out across regions. Over the last year the UNISON Pensions Unit continued to support members with case work and delivered numerous workshops to branches.

## **Earnings Max**

Earnings Max is the Health Service Group Executive's strategic organising project that aims 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 has helped 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 continued to engage with regional health committees and support regions and branches to develop local campaigning, recruiting and organising plans around issues that matter to their members. In 2018 earnings max new materials and resources were loaded onto UNISON's Organising Space accessible to activists and organising staff. Now the focus of the Earnings Max strategy is to ensure members get all the benefits contained in the 2018 NHS Pay Deal and equivalent pay deals in the devolved nations.

## **JE/banding issues**

UNISON continues to play a key role in the wide-ranging work programme of the Job Evaluation Group of the NHS Staff Council, including role profile development, and updating of the training materials and the JE handbook. We have delivered our JE organising workshop to sector committees, to regional activists and staff, and on a joint management-staff side basis. The JE MOT healthcheck that UNISON developed was used as a major component in developing an NHS

Staff Council self-assessment checklist. This encourages local management and staff sides to assess how well JE is operated and resourced, and to agree action plans for how to address any shortcomings.

At the time of writing, a survey of UNISON branches was underway to gather evidence about how well or otherwise JE is operating, and to find out the extent of outsourcing of job-matching so this can be followed up with targeted advice and campaigning. The Staff Council has a clear position that employers must ensure that they maintain enough JE practitioners within their organisations, and that any use of third parties should be on a time-limited short-term basis. This has now been incorporated into the JE handbook which should strengthen our hand.

We continue to provide advice and support to regions and branches on a range of JE-related issues.

## **National employers**

### **National organising project**

The project has been extended for a further year and has been successful in increasing membership throughout the national arm's length bodies. The increased number of activists and stewards has improved Unison's profile in target employers including NHS England, NHS Improvement, Health Education England and Public Health England. The project has established recognition agreements with other ALB's and has established Unison lay led negotiating committees.

### **NHS England**

Discussions are ongoing with the employer as it seeks to shape and redefine commissioning through the long term plan and its integration programme with NHS Improvement as well as working alongside ACS and STP's. All of the staff internally has been through a series of admin cost reduction cuts which has seen Unison working hard to reduce the numbers of redundancies and strengthen its hold on partnership forum and policy setting groups. The employer recognises the challenge of empowering regions to be decision makers and Unison have fielded stewards to support this work. The project has increased the number of Stewards and activists from 5 to 44 across England.

## **NHS Improvement**

NHS Improvement has embarked on an integration journey with NHS England and the ALB project has managed to significantly improve the number of active stewards within the organisation with a gain of five this year. Since achieving recognition with Monitor, Unison have been working to secure better pay terms and conditions for those staff where there is disparity. The employer has now agreed to offer AFC terms and conditions to those staff that remain on Monitor contracts.

### **Health Education England (HEE)**

The project has recruited and organised a significant number of reps to join HEE since the closure of their last redundancy exercise. HEE is working with Unison to support a regional split from four regions to seven in order to be co-terminus with the new NHS England and Improvement integrated geography. No redundancies are expected.

### **Public Health England**

Unison represents members nationally at Partnership forums and the project is actively recruiting activists in the workplace. PHE are establishing seven regional Directors of Public Health to sit alongside the integrating NHS England and Improvement model. Gender Pay gap analysis groups have been set up across these employers.

### **Commissioning Support Units**

Commissioning Support Units have been reduced in number to five across England. Unison leads and works with NHS England and the BSA at a national level to represent members across the country fighting privatisation and negotiating to preserve jobs. The NHS national organising project has organised all the

stewards and activists into forums to network and defend NHS ownership of these vulnerable services.

### **NHS Blood and Transplant (NHSBT)**

Early reports suggest that 2019 might be a very challenging year for NHS Blood and Transplant. There is some huge organisational change about to be proposed for logistics within NHSBT which could include significant outsourcing, potential redundancies and loss of overtime. UNISON works very hard and has developed some wonderful activists who continue to lead NHSBT staff side through the partnership forum and sub groups.

### **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.

Work over the past year has been dominated by a number of TUPE transfers of staff both into and out of NHSPS.

Towards the end of 2018 NHPS management gave notice of their desire to review pay and grading within the company, including a possible move to adopt an alternative job evaluation scheme to the Agenda for Change scheme. Discussions have not begun on this, although UNISON has already registered a number of concerns with them about this.

### **Staff in private contractors**

Work is continuing to put pressure on the government to provide funding to NHS Trusts to enable private contractor pay to be implemented on a comparable basis to the three year NHS pay agreement. To date the Government has refused to provide national funding for this. UNISON is campaigning with other NHS Trade Unions and some of the leading private contractor employers to try to secure the relevant funding. The Three year agreement has been secured for private contractor staff in some NHS Trusts, either as a result of ROE arrangements or where there is a contractual or dynamic link to Agenda for Change in operation. At the current time consideration is being given to how to escalate the campaign to secure the agreement for indirectly employed NHS staff on all remaining NHS contracts, including industrial action.

# Supporting members as decision makers

## Recruitment

2018 saw the highest recruitment figures for a number of years and represents growth in the health group in every UNISON region.

UNISON health service joiners	2018
Eastern	4,718
East Midlands	4,153
Greater London	7,267
Northern	4,435
UNISON Northern Ireland	4,854
North West	10,998
Scotland	7,154
South East	5,019
South West	3,990
Cymru/Wales	4,006
West Midlands	6,950
Yorkshire and Humberside	5,739
<b>All UNISON health</b>	<b>69,283</b>

## 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 four times during the period covered by this report including the annual general meeting in July at which the Charring team were elected. 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 2018/19, setting strategic themes for our activities, including identifying priority areas of work in line with conference decisions and UNISON's four objectives.

2018 also marked the end of the previous service group electoral cycle, with new terms of office for regional places on the Health Service Group Executive beginning at the end of June that year.

NEC representatives on the Health Service Group Executive will end their two year term in June 2019. Elections are currently underway and successful candidates will take up their seats on the HSGE following National Delegate Conference 2019.

## Occupational groups

### Ambulance

The national ambulance occupational group met 3 times during the year covered in this report. The ambulance occupational group has continued to progress its earnings max organising and recruitment strategy specifically focused on Job Evaluation and reviewing the Ambulance Profile Suite. In February UNISON commissioned MIND to provide mental health training for the ambulance occupational group at Warwick University. This followed a piece of work looking at

higher than average suicide rates amongst ambulance staff.

The group continued to be involved in national dialogue with employers the system leaders including the Ambulance Improvement Programme, the Ambulance Health and Wellbeing Group and a new initiative launched in early 2018 called #Project A. UNISON also worked with NHS Employers to produce an online resource around ambulance health and wellbeing. The Ambulance Workforce Hub is available on the NHS Employers' website and contains advice on bullying, mental health, as well as resources on the paramedic rebanding deal. 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 has focussed on ensuring that members who benefit from the closure of Band 1 are supported to be successful in their Band 2 roles, monitoring the extent to which Agenda for Change is applied in non-NHS employers providing NHS services, and reviewing the One Team campaign to ensure it grows from strength to strength in 2019

### **Nursing and midwifery**

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

The committee has continued to work on improving the NMC's Overseas recruitment programme – which has been accomplished. In addition, the committee has been involved in work to scrap the Health Surcharge and has responded to all consultations that would have an effect on the work force.

### **Science, technical and therapy (STAT)**

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

The committee focussed on work around the reconfiguration of pathology, cytology and genomic services. The committee also supported the SGE on the campaign around the proposed increase in registration fees by the Health and Care Professions Council and fed into other areas of work that affect the roles within STAT.

### **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, and re-launched its website and digital communications.

MiP held a successful members' summit in November, and co-produced the Women Into Leadership Health conference. MiP continues to lead national work by the Social Partnership Forum on tackling workplace bullying and harassment.

## **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. The CODP Professional Council meets three times a year delivering a professional and organising work programme.

A national symposium at the UNISON Centre was held in November 2018 attended by ODPs from around the country. The College held its first National ODP day on 14th May 2018. This provided an excellent opportunity for ODPs to promote their profession amongst members of the public and their

healthcare colleagues. Plans are already underway for #ODPday 2019.

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. New recruitment and promotional materials have been agreed and published this year, including a revamp of the website and increases in social media profile. 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
<b>Negotiating and bargaining: Agenda for Change, pay, terms and conditions</b>	
Campaign and build confidence for collective industrial action in Health	In progress
Pay restoration in Northern Ireland	In progress
Organising around pay	Achieved
Earnings Max – organising to win for UNISON members	In progress
Pay Max Campaign and Building confidence for collective industrial action in health	In progress
No role for private consultants in job evaluation	In progress
Pay apprentices in health the rate for the Job	In progress
Composite B Agenda for change mileage rates, eligible mileage and new patterns of working	In progress
Stop Bank Holiday Discrimination	In progress
<b>Negotiating and bargaining: Health and wellbeing</b>	
Protect NHS staff against violence and aggression	In progress
Mental health	Complete/on going
Workplace Stress	In progress
Safe staffing in the community	In progress
Stress and the staffing crisis	In progress
Long working hours and the impact on health and well- being	In progress
Agile or Fragile? Impact of Hot-desking on NHS Staff	Complete

<b>Negotiating and bargaining: Equalities issues</b>	
The NHS at 70	Complete
Racism in the NHS	In progress
Disability awareness training	In progress
Disability leave	In progress
Effective equality and diversity initiatives in health	In progress
Negotiating good Trans equality policies with health employers	Complete
Non-binary inclusion	In progress
<b>Negotiating and bargaining: Professional and occupational issues</b>	
Lifelong Learning	In progress
Diverse routes to qualification – assuring quality, identifying the issues	In progress
Protection of Non-Registered Clinical Grades from Exploitation	In progress
Campaigning for quality clinical placements	In progress
Regulation that works for patients and registrants	In progress
Disclosure and Barring Service – Electronic Update Service - Employer Efficiencies and Savings achieved by costs to workers	In progress
Support health workers asked to collect fees from migrants. Stop blaming migrant workers	Complete/In progress
<b>Health Conference organising</b>	
Devolution and Conference	In progress
<b>Campaigning and promoting UNISON: Defending the NHS and campaigning against privatisation and outsourcing</b>	
Composite C NHS wholly owned subsidiaries	In progress
Defend Essential Services	In progress
The funding crisis and its impact on the workforce	In progress
NHS Meltdown – Fight the Tory Cuts	In progress
Crisis in the English NHS and the impact of cuts on patients and staff	Complete
Patient Transport Services - the impact of privatisation and a better way forward	In progress
'We Are All Chatsworth' campaign	Overtaken by events
Supporting members through service change	In progress
Defending the NHS - Influencing and engaging with local decision makers	In progress
Emergency motion 4: cross party commission on health and social care funding	In progress/complete
Emergency motion 5:NHS administration costs and UNISON campaigning	Complete/in progress

## Appendix 2 Publications and submissions

The Health Group produced a number of publications and submitted responses to consultations in the period covered by this report. A new system for circulating the weekly health circulars to branches will be in place by April 2019.

Date	Type	Title
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	STAT newsletter
Regular	Guidance	Nursing associate briefings
Regular	Bulletin	Pay Up Now for the NHS – various materials
Regular	Bulletin	Regular bulletin for BAOT Stewards
Regular	Newsletter	Monthly News item for Royal College of Occupational Therapists
Regular	Article	Ambulance Today
Regular	Newsletter	CODP Newsletter
Regular	Newsletter	Nursing family newsletter
Annual	Newsletter	Health student newsletter
May	Submission	NMC Fitness to Practice
June	Submission	Nursing Associates – Regulating a New Profession
June	Submission	Facing the Facts, Shaping the Future
July	Report	Safe Staffing in the UK
October	Submission	House of Lords Committee on social care funding in England
November	Submission	NMC Return to Practice
November	Submission	NHS Improvement consultation on wholly owned subsidiaries
January	Report	Just Another Day – 24 Hours in the NHS
January	Submission	Promoting Professionalism, Reforming Regulation
February	Submission	NHS England consultation on a patient safety strategy
February	Submission	Appropriate Negligence Cover
March	Report	Apprenticeships in Health – the experience of UNISON members
April	Infographic	Mental health matters

## Appendix 4 Membership of health group committees and UNISON staff

### HSGE membership

Region	Name
Eastern	Joyce Aldridge
Eastern	Samantha Hemraj
Eastern	Paul Pearson
East Midlands	Liz Potter
East Midlands	Roz Norman
East Midlands	Lynn Booth
Greater London	Beatrice Boateng
Greater London	Mike Davey
Greater London	Janet Maiden
Northern	Tanya Pretswell
Northern	Maria Alberts
Northern	John Malcolm
Northern Ireland	Roberta Magee
Northern Ireland	Maura McKenna
Northern Ireland	Jill Weir
North West	Su Edwards
North West	Karen Reissmann
North West	Diane Cawood
Scotland	Wilma Brown
Scotland	Tam Waterson
Scotland	Julie Ballantyne
South East	Steve Bell
South East	Jane Lacey
South West	Trudie Martin
South West	Mark Wareham
Cymru/Wales	Libby Nolan
Cymru/Wales	Ian Thomas
West Midlands	Jenny Harvey
West Midlands	Edward Woolley
West Midlands	Janet Smith
Yorkshire & Humberside	Denise Carr
Yorkshire & Humberside	Adrian O'Malley
Yorkshire & Humberside	Katie Hodgson
Ambulance	Bryn Webster
Nursing & Midwifery	Christine Sullivan
Operational Services	George Barron
STAT	Gemma Jones
NEC	James Anthony
NEC	Gordon McKay
NEC	Claire Dixon
NEC	Jennifer Forbes
BAOT (Co-opted)	Peter Hewin

## Occupational group committee membership

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

<b>Nursing and midwifery</b>	
<b>Region</b>	<b>Name</b>
East Midlands	Surinder Gidda
Eastern	Joyce Aldridge
Greater London	Mike Davey
North West	Christine Sullivan
Northern	Sylvia Cowan
Northern Ireland	Alan Philson
Scotland	Margo Cranmer
South East	Shane Nevett
South West	Trudie Martin
Cymru/Wales	Katie Coulson
West Midlands	Steve Jones
Yorkshire & Humberside	Julian Newell

<b>Operational services</b>	
<b>Region</b>	<b>Name</b>
East Midlands	Denise Vasey
Eastern	Ian Thomas
Greater London	Jim Mansfield
North West	Jean Blevin
Northern	George Barron
Northern Ireland	John Murray
Scotland	Frances Carmichael
South East	Sean Sawyer
South West	Alison Evans
Cymru/Wales	Stefan Sinese
West Midlands	Andy Chaffer
Yorkshire & Humberside	Katie Hodgson

<b>Science, technical and therapy</b>	
<b>Region</b>	<b>Name</b>
East Midlands	Lynn Booth
Eastern	Vacant
Greater London	Gemma Jones
North West	Michelle England
Northern	Lucy Knightley
Northern Ireland	Steven McNeill
Scotland	Reg Lloyd
South East	Steve Bell
South West	Lyn Ward
Cymru/Wales	Ruby Miller
West Midlands	Vacant
Yorkshire & Humberside	Andrew Chamberlain



### **UNISON health group staff**

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

UNISON NHS arms-length bodies fighting fund project team	
Name	Role
Heather Blakey	Local organiser
Tahreen Dewan	Local organiser
Paul Jenkins	Local organiser
Jo Spear	National officer



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