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Are you a member?

Join the Scottish Health Care Branch at www.unisonshcb.co.uk

Visit the Branch website at www.unisonshcb.co.uk for up to date information about what is happening in your Branch.

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Agenda for Change Review Success

As all the members our Branch represents, with the exception of a very few, have now assimilated to the Agenda for Change pay bands. A large part of the Branch workload has been spent advising members on their outcomes, and assisting in drawing up evidence to proceed with reviews where this service was requested.

Throughout the past year, the Branch Hotline number 0131 275 7271 has been busy with requests from members for advice. This has resulted in many phone calls, e-mails and face to face meetings with members as they go forward with their review cases. The results so far for members concerned, are detailed below.

Obviously these figures show that the co-ordinated process of AfC Matching and Evaluation expertise, Review training etc, has been a plus factor in assisting our members with the advice and expertise required for the review process. Unfortunately, not all were successful. But in the main, the posts that were, are now sitting rightfully within the Banding these posts have warranted.

A major lesson to be learned from all of this is undoubtedly the need for quality Job Descriptions for each post. And as we move into many re-grading issues, this will become even more important. All members have to ensure that the Job description they sign off for their posts, truly reflect the role, and that the content and quality reflects the post being carried out.

This has to be remembered as we start to update Job Descriptions for these posts that have had JAQ's and review evidence added to the original JD used for AfC Matching and Evaluation purpose.

Posts advised on -77

Posts with confirmed Band increase - 38

Posts with confirmed unchanged band - 11

Posts advised on but still in process - 28

Approx number of members, taking into account single posts and Generic posts, with confirmed increases = 425

Tam Hiddleston

Future of NHS QIS

The Scottish Government announced changes to the future of NHS Quality Improvement Scotland as a result of the Crerar Review key recommendations. In essence the decision made was that a new health scrutiny body will be set up bringing together the existing functions of NHS QIS and Mental Welfare Commission plus take on the independent healthcare scrutiny currently done by the Care Commission. As a result NHS QIS will cease to exist as a stand alone body and the structural changes will be delivered by 2011.

Stephen Robinson - Branch Chairperson, Aileen Stewart - Branch Secretary, David Forbes - Regional Officer met with Duncan Service - UNISON Lead Steward QIS on Monday 10 November 08 to discuss our initial understanding of this and agree some urgent advice to UNISON members affected by this in NHS QIS.

At present there are very little details attached to the documentation released from Scottish Government to ascertain exactly how this will impact on the members however we have agreed that local members meetings will take place to seek views and provide initial support. We also agreed that the Branch should seek an urgent meeting with the NHS QIS Management to agree an appropriate approach to

taking these changes forward.

It is not clear if the future body will be established within the NHS or not going forward however it is important that we do everything we can to influence the debate with the decision making groups, which we believe will be established soon. We need to ensure that our QIS members are supported throughout this process with jobs plus terms and conditions being secured as we go forward.

I'm sure you will agree that the Branch will want to support the members affected fully throughout this process.

Should you have any questions relating to this information please do not hesitate to contact us directly or via the Branch Office.

**Stephen
Branch**

**Robinson,
Chairperson**

**Aileen Stewart, Branch
Secretary**

Aileen Stewart will represent the Scottish Partnership Forum and UNISON on the steering group working on forming the new body.

E-Pharmacy

Pharmacy staff who have been on the Potentially Impacted list since 2005 were given a period of stability from October 2008 until mid 2010. This decision was agreed by the Pharmacy Consultation Group and the PSD Partnership Forum and will be reviewed on a 6 monthly basis. Normal recruitment and selection procedures for all posts will now apply.

There was an information document sent to all staff concerned explaining the present position with a follow up letter confirming the period of stability.

All affected keying sites were able to ask any questions at the recent e-Pharmacy Roadshows. This is an example of successful Partnership Working within PSD.

**Lorraine Donald
PSD Convener**

Payment for first aiders

Our Branch has been instrumental in winning payment for first aiders in the NHS.

Following a motion by the Branch which was accepted at conference UNISON policy was to campaign for payments to first aiders.

These negotiations were successful and £345 will be paid to first aiders from 1st April 2008, this will rise in accordance with annual pay awards.

What are UNISON self organised groups?

UNISON is committed to achieving equality for all. One of the ways we promote equality is through self-organisation. Self-organisation brings together members from certain under represented groups - women members, black members, disabled members and lesbian, gay, bisexual and transgender members. Self-organisation helps the union identify and challenge discrimination and build equality. It can be a way for members to get involved in the union, developing skills, expertise and confidence.

Why does UNISON promote self-organisation?

Trade unionism is all about organising workers around a common experience. We organise members in a number of different ways, such as by employer, by occupational group (home care workers, police staff, teaching assistants and so on) and by geography.

Self-organisation is members organising around their experience of prejudice and discrimination. Because prejudice and discrimination are deep-rooted in our society, women members, black members, disabled members and lesbian, gay, bisexual and transgender members have traditionally been less visible in trade unions and under-represented in democratic

structures. Self-organisation offers a way to address this.

It is sometimes thought that because the members of self-organised groups meet separately, self-organisation is separatism. It is not. UNISON's self-organised groups are a well-established part of our organisation. They are actively involved in all the union's mainstream work. They have a valuable role in ensuring that the union identifies and takes up equality issues, actively challenges discrimination and that our democratic structures reflect the whole membership.

Self-organisation strengthens UNISON. Self-organised groups may be the first point of contact with the union for members and potential members. Many members who become involved via a self-organised group go on to hold senior positions at branch, regional and national level. Self-organisation can and should be a vibrant and dynamic part of UNISON: welcoming new activists, encouraging participation and helping members take on other roles in the union. For more information on UNISON Self Organised Groups contact your local Steward or visit our Branch Website www.unisonshcb.co.uk

No review for health pay

The NHS Pay Review Body has announced it will not be asking the government to look again at the three-year pay deal for health workers.

The decision not to re-open pay talks was "disappointing for nurses, midwives, paramedics and other health workers," said UNISON head of health Karen Jennings.

UNISON has been working with other health unions to put the case for re-opening the 2009/10 pay talks, in light of the rising cost of inflation.

Members entered into the three-year deal earlier this year "in good faith", said Ms Jennings, based on government predictions that inflation had peaked at that time and would fall.

"Yet health workers have experienced big increases in food prices and other costs over the past nine months," she said.

"Having said that, we respect the independence of the Pay Review Body and believe their report is a balanced judgment looking at all factors".

The union has welcomed the Pay Review Body's decision to review the position next autumn.

Young workers need UNISON UNISON needs young members

If you are not already a member of UNISON we want you to join our winning team. Why? Because working together means we can:

- make a positive difference to your pay, conditions, and workplace
- support each other when things go wrong at work
- build a more effective union that gets things done

For most of us being a young worker is a fantastic experience - a satisfying job, learning new skills, making money and new friends. Sadly, for many young people it just isn't like that. Low pay, dangerous jobs, harassment, and bullying can make working a nightmare.

- organises to win improved working conditions and pay

- campaigns for better rights, and
- actively challenges harassment, bullying and inequality.

Over 75,000 young workers have already made the decision to join UNISON. They are already making a significant impact in the union's bargaining and campaigning agenda.

For more information on UNISON and Young Members contact your local Steward or visit our Branch Website
www.unisonshcb.co.uk

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