

UNISON Black and Migrant Workers e-bulletin – Jan / Feb 2018

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1. UNISON UPDATE

1.1 Black and Migrant Workers group meeting

The Black and Migrant Workers' group attended the Black Members Conference in Liverpool in January.

[Full report will follow shortly]

The group was disappointed not to be able to present our motion. Once again, conference ran out of time and not all motions got to be presented. Ours was at the end of the programme and it was left out. Our delegation had also planned to talk in support of a number of motions but again, as conference ran out of time some of the debates had to be cut short and John Alfante was the only delegate able to support a motion on bullying and racist discrimination in the workplace.



The Black and Migrant Workers group took part in a number of events in January – Kerala Beat celebration; Craigavon hospital pamper night for migrant workers; etc.



And more events are coming up in the coming weeks including a seminar on Brexit in Dungannon (see below); or One Day without US celebration in February, and our own Easter party in March!

We would be delighted to welcome new members at our next meeting:

B&MW group meeting

Thursday 22nd February

5.00 to 7.00

Galway House. 165 York Street. Belfast BT15 1AL.

Bus line 2 / train stop York Gate (Larne line)

n.donnelly@unison.co.uk

Facebook: UNISON NI Migrant Workers page

1.2 UNISON Black and Migrant Worker Easter Party

Please put this date in your diary. Registration, info and more details to follow (facebook and next e bulletin)

Black and Migrant Workers Easter Party

Governor Leisure Centre / Belfast

Saturday 24th March

4.00 to 9.00

Children welcome



1.3 Call for football boots

If anyone has football boots of any size in decent condition, Fidelma is collecting them for refugees and asylum seekers who would like to participate in soccer rugby, GAA. You can leave them in UNISON or contact Fidelma directly.

F.carolan@unison.co.uk

2. Other unions and BME sector news

2.1 The implications of BREXIT for migrant workers: what to watch out for!

We highly recommend this conference for UNISON migrant workers and their colleagues, branch reps, employers and anyone who worry about the effect of Brexit for them or their family, friends and colleagues.

Whatever the broader impacts of BREXIT ultimately are, the biggest implications will be no doubt felt by current and future migrant workers from both the EU and beyond.

In three key areas, this conference will both impart information as to what is known of governments' intentions to date, and listen to current experiences, views and concerns on the implications for migrants in the future. The three themes are:



1: One big border? How are plans for border controls and 'in country' immigration enforcement in NI changing and likely to operate in future;

2: Protecting existing rights – what will happen to the rights of existing migrant workers in NI in future – covering issues of settlement and entitlements;

3: Free movement post-Brexit – how is free movement

likely to operate after Brexit both in a 'transitional' and subsequent phase and the implications for EU and non-EU citizens

Implications of BREXIT for migrant workers

Thursday 13th February

9.30 to 3.30

The Junction (www.thejunctionni.org)

12 Beechvalley Way

BT70 1BS Dungannon

Contact and registration: roisin@stepni.org

This conference is a partnership involving STEP and the Stronger Together Network, the BREXITLawNI project (<https://brexitlawni.org/> a research project between the law schools of Queens University Belfast and Ulster University and human rights NGO – CAJ); and the Equality Coalition (a network of equality NGOs co-convened by CAJ and the trade union UNISON, who are also engaged through the UNISON Black and Migrant Workers members group).

2.2 One Day Without Us

Only 15 days to go before **1 Day Without Us** national day of action in solidarity with migrants in the UK on 17 February. Events are being planned across the UK. There are plenty of ideas of things that can be done on the day on <http://www.1daywithoutus.org/>

If you are planning an action, please also share it on our **UNISON NI migrant Workers page**.

Whatever you do, try to time your event so that it coincides with the two o'clock unifying action. At two o'clock, One Day Without Us campaign are **asking**

3. UNISON Courses and Membership services

3.1 Winter fuel grants

In addition to our normal range of services and in response to the growing difficulty many members on low income are experiencing paying their fuel bills, a programme has been put in place that will assist our most vulnerable members.

They are one-off grants of up to £50 per household.

To be eligible you must have been paying subscriptions as a UNISON member for 4 weeks before the launch date of this programme (4/12/17) and have a total net annual household income of £18,000 or less. (see website for more detail)

To apply for a Winter Fuel Grant :

Download the application form from our website <https://www.unison-ni.org.uk/winter-fuel-grant>

Contact UNISON Direct on 0800 0857 857 for a form to be posted to you

Contact your local UNISON branch for a form

Closing date for Winter Fuel Grant is **Friday 16th February 2018**.

3.2 UNISON English classes

Our English classes started again in January. New students are always welcome. The evening class is busy but there is plenty of spaces in the general English class.

Every Wednesday

General English class – 2.30 to 4.30

IELTS preparation class – 5.00 to 7.00

Please note there will be no class on Wednesday 14th February.

Contact n.donnelly@unison.co.uk / text 07554433958

3.3 Immigration advice clinics

Our immigration advice clinics take place every first Friday of the month.

PLEASE give us plenty of notice if you cannot attend your appointment so that someone else can use the slot!!!

There are still some spaces in our next clinic.

Next clinics:

Friday 2nd Feb / Friday 2nd March

Nathalie n.donnelly@unison.co.uk or text 07554433958

Please remember that you can also access an immigration phone helpline through UNISON Direct 0 800 0 857 857

3.4 Registration of interest - Nurses working as CA / Nurse Auxiliaries

If you are a qualified nurse with an overseas degree from outside the EU who is currently working as a care assistant or nursing auxiliary because you were unable to get onto the NMC register - we are exploring an alternative route to registration.

Please email Nathalie Donnelly with your details N.Donnelly@unison.co.uk and we will keep you informed of developments.

3.5 UNISON Member Learning Programme

The UNISON 2018 Member Learning Programme is now available on

www.unison-ni.org.uk/education-and-training

To book on any of these courses please contact the Education team, UNISON, Galway House, 165 York St, Belfast BT15 1AL / email to educationni@unison.co.uk or ring UNISON 02890-270190 and ask for the Education team
Facebook: unisonnieducation

Courses coming up – Feb / March:

NISCC Registered Private Sector Members – Understanding Your Terms and Conditions, the NISCC Code and Implications for Practice

6 – 8pm Mon 12 Feb; 2 – 4pm Thurs 15 March

This is a workshop for those NISCC registered members in the private and independent sector. Many staff are on zero hours contracts, minimum wage and statutory benefits. This workshop will cover what your legal entitlements are in relation to pay, travel, shift patterns, holidays, sick leave. It will also outline the importance of your responsibilities to work within the NISCC Code of Conduct to keep your practice safe and protect those in your care. It will be delivered by Joe Lynch, UNISON Rep

Dementia – An Introduction

10am – 12.30pm Mon 19 Feb UNISON Belfast

There are a growing number of people living with dementia and this is recognised as a major social, economic and health care challenge. In Northern Ireland it is estimated there are over 21,000 people living with dementia. Learning how to best respond to someone with dementia is essential for all health & social care staff and family carers. Understanding dementia should improve the quality of the health and social care interaction as well as care received by a person living with dementia. This course will highlight what is meant by the term dementia, understanding conditions that cause dementia, know why receiving a diagnosis is important, recognise that each individual is unique, as well as touching on issues such as communication, behaviour, stress and distress. The workshop supports the outcomes of the Dementia Learning & Development Framework. It will be delivered by Dr Una Lynch from Sonrisa Solutions Ltd., qualified nurse, midwife and health visitor for over thirty years who has worked in academia, policy and practice.

Mindfulness – An Introduction

10am – 4pm Thurs 22 Feb UNISON Belfast

The practice of mindfulness emphasises listening to, observing and acknowledging emotional experiences and enables people to develop a more finely tuned awareness of their inner experiences and to cultivate an improved regulation of their emotional responses. There is a growing research base indicating its efficacy to promote physical, psychological and emotional wellbeing. It has been used to treat a range of problems including the management of mood disorders, chronic pain, arthritis, sleep disturbance, stress, chronic fatigue and professional burnout. It will be delivered by Monique Harte & Greg Kelly, University of Ulster OT Department.

Stoma Care – Promoting Good Practice

6 – 8pm Thurs 22 Feb

An increasing number of people in residential, home and acute settings are managing stomas. This workshop aims to give those who work with patients/clients with stomas a firm base on which to develop practice required for managing the complex needs of these patients. The workshop will look at different types of stomas, understanding the needs for different appliances, reasons for stoma formation, good skin management as well as problem solving and the impact of diet and lifestyle. We welcome care staff, support workers, nurses, AHPs, home care and classroom assistants. It will be delivered by Maggie Ferguson, Stoma Nurse, Sangers

Nursing & Midwifery Council (NMC) Professional Accountability and Record Keeping

1.30 – 4pm Fri 23 Feb

Although accountability is often perceived as being something to do with blame it is better defined as being able to account for one's actions. However, a practitioner may also be responsible for the actions of another if care was delegated inappropriately. This study day will examine the ways in which health care staff may be asked to justify their decisions. It will include discussion on maintaining good electronic and hard copy records, understanding Data Protection, Freedom of Information and policy. The day will also orientate participants to NMC regulation and explain Fitness to Practice proceedings. It is targeted at nurses and midwives. Dr Jane Wright who has a background in Nurse Education and currently advises and represents professionals who come to the attention of their professional regulator

Communicating from the Inside Out

10am – 4pm Fri 23 Feb UNISON Belfast

This highly practical, interactive and engaging one day course will provide an insight into communication styles, behaviour and personality traits and develop

an understanding of how and why people behave and communicate the way they do. You will learn how to connect with others on a one to one or group basis using a range of techniques around language, physiology and voice. This workshop can support you to engage more effectively with those you work with and those you support in your personal or professional life. The tutor is Gerry Kelly, trainer of NLP

Building Confidence for Women

10am – 4pm Fri 23 Feb Armagh

Women are the backbone of our trade union, standing up for colleagues in local workplaces as reps and managing complex busy lives. However, often women don't feel they have confidence to stand up for themselves focusing on everyone else's needs but don't take the time or have the confidence work on our own needs. Too often we say yes when we really want to say no, don't ask for what we really want and shy away from opportunities when they arise. The good news is that self-confidence can be learned and we can build a set of skills that will encourage you to respond differently. Come along to this one day course and find out how you can take the first steps to changing your life. It will be delivered by Deirdre Gunn.

Pathways into UNISON

Fri 23 & Sat 24 Feb

UNISON relies on hundreds of local reps in workplaces across Northern Ireland. These are people who want to play a role in standing up for colleagues and the service they work for. 85% of UNISON members are women, many of whom work part time or in more than one job. However as in society, that proportion of women are not reflected in the activist base or decision making structures within branches. For women members who are interested in stepping forward and becoming a workplace rep we run an overnight residential workshop to find out how the union works and how you can become more active.

Revalidation and Reflective Practice

2 – 4.30pm Mon 26 Feb UNISON Belfast

The NMC now requires all registered nurses and midwives to undertake revalidation on a phased basis. This workshop will prepare you for revalidation, by explaining the procedure, the requirements and how you can ensure you comply. It will cover completing the relevant documentation, for example, reflective pieces of work as well as presenting your portfolio of evidence. It is only relevant to nurses and midwives. The workshops will be delivered by Dr Jane Wright, nurse educator.

Self Harm and Young People

6 – 9pm Wed 28 Feb UNISON Belfast

This evening workshop is open to members who wish to come in a personal or professional capacity. In 2014/15 there were 8,453 self-harm presentations to Emergency Departments (ED) in Northern Ireland and this does not reflect the total incidence of self harm. This session seeks to enable people to understand self harm and provide support for young people who are at risk. It will explore - What is self harm? Why do young people self harm? What can be done? It will be delivered by Rosemary Risk, Lecturer in Occupational Therapy, Ulster University

Stress – Supporting Yourself

10am – 4pm Mon 5 March Cookstown

This one day workshop helps participants identify the triggers for stress and what you can do to recognise and address them. It looks at stress as a health and safety issue in the workplace and how you can have conversations with managers or colleagues about your feelings. It explores effective strategies for minimising the effect of stress and some relaxation techniques. It will be delivered by Deirdre Gunn.

Bullying – How To Deal With It As Someone Who Experiences It or As A Manager

10am – 4pm Mon 12 March Ballynahinch

Bullying in a work environment can cause tremendous emotional distress as well as severely impact on people's capacity to carry out their role. Employers have a duty of care to employees and there are a number of remedies you can pursue if you believe you are being bullied. For managers it is important to ensure that staff are enabled to work in a supportive environment which maximises their ability to contribute. Sometimes there is a blurred line between performance management and a belief by the staff member that they are being bullied. This course will explore the employer's duty of care, what constitutes bullying, what remedies are available to someone who is experiencing it and how managers can respond pro-actively. It will be delivered by Barbara Martin, ICTU tutor.

Money Management – Supporting Communities with Welfare Reform

10am – 4pm Tues 13 March UNISON Belfast

This fully interactive course will look at the potential financial impact of Welfare Reform and how to support those affected within the community. It covers the topic of budgeting, borrowing, spending, managing money within households, financial inclusion, digital inclusion, using online tools to manage money, and signposting to support services available. It will provide participants with useful tools and information to support money management. It is aimed at Branch Welfare Officers, advice and advocacy workers but open to any member. It will be delivered by Advice NI.

Mindfulness - Acceptance & Commitment Therapy (ACT)

6 – 9pm Thurs 15 March UNISON Belfast

Acceptance and Commitment Therapy Training (ACT) helps you to accept what is out of your control and make a commitment to taking positive action to restore your health and vitality. This approach has been used effectively in treating depression, anxiety, chronic pain, substance use, eating disorder and a range of other conditions. It aims to help you combat the suffering caused by avoidance and develop the psychological flexibility to be open to what matters to you. The workshop will provide you with an introduction to ACT and to practice three mindfulness based skills: Defusion – letting go of unhelpful thoughts and beliefs. Acceptance – making room for painful feelings and becoming free from the struggle they cause. Contact – with the present moment experience to develop an attitude of openness. Whilst life will continue to present difficult challenges, we hope this session will equip you for them to have less impact and influence over you. It will be delivered by Monique Harte, University of Ulster OT Department.

Anaphylaxis

6 – 9pm Thurs 15 March UNISON Belfast

Anaphylaxis is the most severe form of allergic reaction. It is life threatening and requires immediate first aid and emergency medical assistance. Topics covered will include definition of anaphylaxis; Identifying triggers; recognition and treatment of severe allergic reaction; life threatening issues associated with anaphylaxis; when to call for help; treatment and essential communication. This course is suitable for healthcare professionals who are involved in administering medications as well as those in a high risk environment where such medication is available. It will be delivered by Shirley Johnston, nurse educator and Open University Practice Tutor.

Medications – The Importance of Accuracy in Administration

2 – 5pm Thurs 15 March UNISON Belfast

This workshop is for those who have responsibility for administering medication in acute, residential or home settings. It will explore the overarching policies and supporting legal documents which safeguard the patient and professional. Participants will have the opportunity to discuss case studies and learn from situations where there was poor medicine management. The workshop will highlight the five rights of medicine management and basic drug calculations. It will be delivered by Shirley Johnston, Nurse educator and Open University Associate Lecturer.

Interview Skills for the Open University Pre-Reg Nursing Programme

Belfast Trust Area – Thurs 22 March 10am – 12pm & 2 – 4pm UNISON Belfast

SE Trust Area – Mon 26 March 10am – 12pm Newtownards ; 2 – 4pm Downpatrick

Over the past number of years UNISON has been supporting members to access the Open University pre-reg nursing initiative through the provision of

the K101 health and social care module and our workshop programme. This workshop will help candidates prepare for the OU pre-reg nursing interview which is very competitive. It will help applicants identify relevant skills and convey them in an interview setting. It will be delivered by Fidelma Carolan, UNISON.

Interview Skills for School Based Staff

4 – 5.30pm Thurs 22 March UNISON Belfast; Mon 26 March Downpatrick

Increasingly schools and the Education Authority are using a competency based interview process. This short session will introduce you to writing your application form and translating your experience into positive examples of your skills at interview. It will be delivered by Fidelma Carolan, UNISON