

UNISON Black and Migrant Workers e-bulletin – May / June 2018

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1. UNISON UPDATE

1.1 UNISON Black and Migrant Workers news

The UNISON Black and Migrant Workers' group had a very enjoyable party on Saturday 24th March.

Many of you will have seen the pictures on facebook. We had over 70/80 people, with face painting; music and dance from the Philippines and from Kerala... and plenty of lovely food!!!





Many thanks to all who helped us organise the event.

Many thanks as well to those who shared the information about the **non NMC Registered Overseas Nurse Survey**. Our response rate tripled after the party and Fidelma is now in a much better position to try and push for a course to be created to establish a pathway towards nursing for overseas nurses who are not on the NMC register (more information to follow in our next bulletin).

At our last meeting the group discussed the issue of our motions for the **Black Members Conference** and how to make sure they are not always at the end of the agenda (The group was very disappointed last year when our motion was dropped again because Conference ran out of time). We now have a much better idea of what to do to avoid this in coming years.

We also talked about the coming **May Day march**. Again, thank you to all who marched behind our banner



As always, we would love to see new people coming to our next group meeting.

Our next meeting is on Thursday 28th June

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 We ♥ NHH 70th Birthday



The Black and Migrant Workers group would like to invite everyone to **come with their friends, colleagues, families, neighbours...** to the big celebration organised to mark the 70th anniversary of the Health Service.

Our NHS is very much under strain. It is underfunded and understaffed. Yet, from the moment of its creation 70 years ago, it has been an invaluable service that changed the lives of so many.

Access to health should not be based on your bank account. UNISON believes and will forever fight for a free, high quality health service and for NHS staff to be treated with the respect they deserve.

As users and / or staff of the NHS, please come along to the rally.

As migrant workers we will be marching under our B&MW banner. Migrants have been involved in the NHS from the start and many of our members work in one of the hospitals.

We welcome suggestions for posters to show support from our migrant group for the NHS on its 70th birthday. (We will use our next meeting for all last minute posters and banners too... so come along with your ideas!!)

More news to follow + watch our facebook page.

But whatever you do... make sure you join us on Saturday 30th of June

Assemble 1PM
Writers Square, Belfast.

1.3 Black and Migrant Workers stall in Coleraine



UNISON Causeway branch will have a stall in Coleraine (Causeway Hospital) on **Wednesday 6th of June** with information for B&MW members.

Please come along and say hi, (and send us all your colleagues who have not joined UNISON yet!!!!)

1.4 UNISON and The3Million

Nathalie attended a seminar in London between UNISON and The3Million.

The3Million have been actively campaigning and lobbying politicians regarding the future of the three million European citizens living in the UK.

The December withdrawal agreement offered some reassurance to European members and some clarification about future status. However many questions remain.

See the3million's website for analysis papers:

<https://www.the3million.org.uk/settled-status>

Nathalie also discussed the possibility of reps from the3Million to come over to Belfast for a workshop / seminar.

We would like to get a sense of how many of our members would be interested in attending an event to share questions / information / worries etc about 'post Brexit' life for migrants living in Northern Ireland

Please email Nathalie n.donnelly@unison.co.uk - Subject *3million seminar* to say if you would be interested.

If so - would you be more likely to be able to attend a

- ☐ Week day event /
- ☐ Evening event /
- ☐ Saturday event

Would you be particularly interested in

- ☐ Getting information about your rights post Brexit
- ☐ Share your own experience and worries
- ☐ Plan campaigns and lobbying to minimise the impact on Black and Migrant Workers living here.
- ☐ Other – please suggest what you would find most useful



1.5 UN Special rapporteur on racism visit to Belfast

On 10th May the Special Rapporteur on Racism, Ms. Tendayi Achiume, met the civil society organisations and BME groups in Stormont as part of her visit to the UK.

The event was hosted by NICRE the Northern Ireland Council for Racial Equality.

Issues raised around the table included racist attacks ★ racism and bullying at school ★ the lack of resources for specialised advice for migrants (with proper access to bilingual staff or interpreters) ★ lack of access to immigration advice ★ worries surrounding Brexit in particular for migrant groups living in the border areas ★ consequences of the “Hostile Environment” / immigration policies ★ discrimination at work and the difficulties of bringing cases to tribunal ★ the dangers of immigration controls done through the back door (e.g. when accessing doctors / hospital / banks etc) ★ racial profiling ★ etc, etc.

Ms. Tendayi Achiume end-of-mission statement is accessible on

<http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=23073&LangID=E>



2. Membership services

2.1 Immigration advice clinics

UNISON NI provide a monthly face-to-face immigration advice clinic with an immigration solicitor.

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 clinic:

Friday 1st June

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

2.2 Uniform grants

We are delighted to forward details of the 2018 School Uniform Grant Programme.

Application forms and a survey (as well as a Question & Answer leaflet) are available on the UNISON website

<https://www.unison.org.uk/get-help/services-support/there-for-you/financial-assistance/>

(Deadline 20th July)

Tel: 020 7121 5620; Email: thereforyou@unison.co.uk

UNISON Courses

3.1 UNISON English classes

Our English classes run every Wednesday. New students are always welcome. The evening class is busy but there are plenty of spaces in the afternoon general English class.

We are in the process of registering to be able to prepare students for the OET as well as the IELTS exam.

So.. watch this space... **We hope to have OET preparation classes from September 2018 onwards.**

Every Wednesday

General English class – 2.30 to 4.30

IELTS preparation class – 5.00 to 7.00

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

3.2 UNISON Member Learning Programme - May - July

The UNISON 2018 Member Learning Programme is 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

Women's Health & History

Sat 19 & Sun 20 May Newcastle

This is an overnight residential which brings women members together to look at how issues affecting women's health have changed over the past 100 years. It will introduce you to some of the women in the past who led the way challenging conditions for women in the mills and factories, who campaigned for the vote and who were at the forefront of the development of the NHS. It will chart the more recent history of the impact of the Troubles on women's health as well as the changes in local health provision. Travel and accommodation expenses are available for this course.

Autism - Fundamentals

6 – 9pm Wed 23 & 30 May UNISON Belfast

This workshop will be run over two evenings and offers a basic knowledge and understanding of the main features associated with Autism Spectrum Disorder (ASD). Participants will acquire a fundamental understanding of the main features associated with ASD, using and understanding language, the importance of routine, appreciation of sensory issues and adaptations which may be of help. It is of particular relevance to members in schools and youth settings but may be of interest to parents and volunteers. It will be delivered by Autism NI.

Palliative Care – The Importance of Nutrition

10am – 12.30pm Thurs 24 May UNISON Belfast

Good nutrition is important in caring for patients with life-limiting illness, not only for meeting the body's physical requirements but also because of its associated social, cultural and psychological benefits. Appropriate nutrition and hydration is very important for those in receipt of palliative care. Needs can change as disease progresses and can impact on symptoms. This workshop will cover best practice in relation to nutrition and hydration and also explore how the relationship with food for those at end of life and their families changes. This is particularly relevant to catering staff working in hospital and residential settings, home care workers as well as care staff, nurses and AHPs. It will be delivered by Corrina Grimes, Dietician, Public Health Agency.

Dementia – An Introduction

2 – 4.30pm Thurs 7 June in UNISON Derry

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.

Sepsis – Recognising and Managing It

1.30pm – 4.30pm Thurs 7 June UNISON Belfast

Sepsis is a common and potentially life-threatening condition triggered by an infection. If not treated quickly, sepsis can eventually lead to multiple organ failure and death. This workshop will focus on identifying early signs and symptoms and current management strategies for sepsis. It is targeted at nurses, AHPs and health care assistants but open to any member. It will be delivered by Aine MacNamara, staff tutor with the Open University

Pathways into UNISON

Fri 8 & Sat 9 June

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.

Keeping Children Safe Online

6 – 8pm Wednesday 13th June in UNISON Belfast

The session explores safeguarding in the context of young people's lives and their use of social media. It provides an enhanced awareness of offender behaviour, tactics and use of new technology and assists professionals, parents and carers to formulate prevention and intervention strategies to keep children and young people safer. It will be delivered by Bill Woodside, INEQUE

Care of the Patient on Oxygen Therapy

2 – 5pm Wed 13 June UNISON Belfast

Oxygen therapy can save lives. On-going assessment and evaluation must be continually carried out to ensure treatment is safe and effective. This workshop will outline when oxygen therapy might be used, the delivery methods applicable to varying patient groups, identify appropriate saturation ranges, and identify the practical care required for the patient on Oxygen therapy. It will be delivered by Shirley Johnston, nurse educator and Open University Practice Tutor.

Building Confidence for Women

15 June Cookstown

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.

Dementia – Understanding Pain

10am – 12.30pm Wed 20 June Belfast

Recognising the signs and pain assessment for a person living with dementia behavioural changes can be one of the key indicators of potential pain, a person living with dementia who cannot self-express pain verbally may exhibit behaviours that could be interpreted as behavioural and psychological symptoms of dementia (BPSD) or may actually be a means of communication. This will explore pain in a person living with dementia, potential signs and assessment using a validated assessment tool; and how we can potentially reduce distress through effective assessment and management of pain. The workshop supports the outcomes of the Dementia Learning & Development Framework. It will be delivered by Shauna Rooney, Four Seasons Healthcare

Suicide & Self Harm – The Challenge for Front Line Staff (open to all)

10am – 12.30pm Thurs 21 June (rescheduled date) – UNISON Belfast

One of the most challenging issues for paramedic and emergency department staff is responding to individuals who have attempted suicide or supporting someone who has self harmed. In this workshop Open University researchers Kerry Jones and Sharon Mallon will present findings in this area exploring the experience of patients, as well as the complex feelings that may be triggered among staff by such events, before concluding by discussing the importance of self care. This event is targeted at paramedics, emergency department staff, managers and HR professionals with a responsibility for duty of care.

Care of the Patient with a Gastrostomy Tube

6 – 9pm Wed 13 June UNISON Belfast

The placement of a gastrostomy tube is considered to be a safe and effective intervention in the management of nutrition and hydration conditions. Health care providers play an active role in caring for and managing patients with a gastrostomy. This workshop will explore the basic nursing care required, and how to prevent and manage common complications. It will be delivered by Shirley Johnston, nurse educator and Open University Practice Tutor.

Palliative Care - Talking about Death

10am – 12.30pm Tues 19 June UNISON Belfast

"People who are dying do not take on the persona of someone else, but die as themselves" (*Death and Dying*, OU). Quality of communication can define the experience of death, yet it appears to present many challenges. Taboos, language, traditions and expectations are a few of the issues which may shape an individual's experience at the

end of life. This session will explore how we communicate with people who are approaching the end of their life, and provide an opportunity to share our understanding and perspectives on this normal, but extraordinary, experience. It will be delivered by Aine MacNamara, Open University.

Dignity – Putting It at the Heart of Health & Social Care

1.30 – 4pm Tues 19 June, Belfast

“Treat people as individuals and uphold their dignity” (NMC & NISCC Code). Improve your practice by developing your ability to articulate how what you do contributes to and upholds the dignity of the people with whom you are working. Dignity is at the heart of effective health and social care. But what does dignity mean? How does dignity relate to human rights obligations? People can identify with the notion of dignity and can tell when their dignity has been violated. Dignity is however notoriously difficult to articulate. And when health systems fail – an inability to uphold to dignity is usually at the centre. If a practitioner can’t describe or explain what dignity means it is difficult if not impossible to ‘uphold dignity’. This training programme provides participants with a deep understanding of dignity. It begins with an historical overview of philosophical approaches to dignity. It examines the reasons why it is accepted that all people, including their dead bodies should be treated with dignity. The training is very participative and draws on real life scenarios and situations. It will be delivered by Dr Una Lynch

Wound Care - Pressure Ulcer Prevention For Home Care, Care Assistants & Nursing Auxiliaries

2 – 4pm Thurs 7 June Enniskillen; Thurs 21 June UNISON Derry

This workshop is aimed at home care workers, care assistants, student nurses, AHPs and nursing auxiliaries. Pressure Ulcers are preventable and care staff have a crucial role to play in protecting those in your care from considerable pain and in worse case scenarios amputation. This session will cover how pressure ulcers develop, identifying patients/clients at risk, assessing a patient’s skin and how to prevent them. It will be delivered by Jennifer Mullan / Heather Ogle, Tissue Viability Nurse, Western Trust

Palestine – A Local View (open to all)

6 – 8pm Wed 27 June UNISON Belfast

This evening is a unique opportunity to hear from two local UNISON activists who have recently returned from a trip to Palestine. Margaret McKee from the Royal Victoria Hospital and Kevin Hillick from our Down Education branch will share their account of meeting people who are living in the West Bank, the challenges they are facing in their daily lives and a shared experience of conflict. This is being run in partnership with UNISON Global Solidarity Group

Open University awards

Open University awards are available to UNISON members undertaking 30 and 60 point [Open University](#) courses up to and including undergraduate level at their own expense. Awards are made as follows:

60 point courses: £200 30 point courses: £100

You may also qualify for a full or partial grant from Student Finance NI if your household income is below approx £22,000. Open University courses are also now eligible for student loan applications.