

## UNISON Black and Migrant Workers e-bulletin – March / April 2018

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- 2.4 BME and diabetes information session

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## 1. UNISON UPDATE

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### 1.1 UNISON Black and Migrant Worker Party – Sat 24th March

You are cordially invited to our Northern Ireland UNISON Black and Migrant Workers Easter break Party!

#### **UNISON Black and Migrant Workers Easter Party**

Date: **Saturday 24 March 2018**

Time: 5.30pm - 9pm

Venue: Grosvenor Community Centre

162 Grosvenor Road / Belfast BT12 5 AT (behind the RVH)

Expect:

- Kerala Beats drumming
- Singing and dancing
- Face painting
- Filipino and Indian food
- Disco
- Information stalls if you need some advice
- and lots of fun



**Children, friends, colleagues and family members all very welcome.**

RSVP not essential however, for catering purposes, an indication of numbers would be appreciated. Please email [n.donnelly@unison.co.uk](mailto:n.donnelly@unison.co.uk) or message on facebook to give us an idea of how many people are coming with you.

Poster attached.

**Please share!!!**

## 1.2 Black and Migrant Workers group news

The Black and Migrant Workers' group spent the last meeting planning and plotting for the Easter party.

We will follow up on the issues raised in the last bulletin regarding our delegation to the UNISON's Black Members Conference at our next meeting. UNISON regional convener Denis Keating will attend the April's group's meeting to help us explore how best to push our issues and ensure our motions get acted upon.

New members always welcome!

**Next meeting - Thursday 26<sup>th</sup> April**

**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](mailto:n.donnelly@unison.co.uk)

**Facebook: UNISON NI Migrant Workers page**

## 1.3 Non NMC Registered Overseas Nurse Survey

Are you a qualified nurse from overseas who is not on the NMC register?

UNISON Northern Ireland in collaboration with Four Seasons Healthcare, Independent Health and Care Providers and the Health & Social Care Service in Northern Ireland are seeking to identify qualified nurses with non UK degrees who are not on the Nursing & Midwifery Council (NMC) register.

The purpose is to explore the feasibility of a fast track programme to support those qualified nurses onto the register. If you are living in Northern Ireland, hold a nursing degree from outside the UK and are not on the NMC register, please complete our short online survey.



The survey will close on April 3. Please share!

<https://www.smartsurvey.co.uk/s/NurseSurvey-Unison/>

## 2. Other unions and BME sector news

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### 2.1 Human Rights & Equality Conference “Brexit and Good Friday Agreement”

The Northern Ireland Council for Racial Equality (NICRE) would like to invite you to attend the 2nd Annual Human Rights & Equality Conference “Brexit and Good Friday Agreement”.

The conference takes place in the context of the 20th anniversary of the GFA and the quick assessment of the Brexit negotiations to date. Will the continuation of the Custom Union protects all the rights under both the EU law and the Good Friday Agreement?

**NICRE Conference** Brexit and Good Friday Agreement  
**Friday, 20th April 2018**

**9:30 – 16:30**

**UNISON** (Galway House, 165 York Street, Belfast BT15 1AL)

For draft Programme and Registration, please contact Patrick Yu

Tel: +44 7710 767235 / Email: [patrick@nicre.org](mailto:patrick@nicre.org)

### 2.2 Survey for BME community in the Newry / Mourne / Down area

Newry, Mourne and Down Intercultural Forum are trying to gage the makeup and needs of BME people in that area.

If you are in the catchment area, please take 5 minutes to fill in that short survey.

<https://www.surveymonkey.co.uk/r/LK6SVY7>



### 2.3 Housing For All – Housing clinics

Housing 4 all are running **Housing Clinics for asylum seekers**

Clinics are held on

**Tuesdays from 12pm**

Belfast Unemployed Resource Centre,  
4-6 Donegall Street Place, Belfast BT1 2FN (the entry before the John Hewitt bar, first door on the left, second floor).

For more information please contact [kasia@pprproject.org](mailto:kasia@pprproject.org)



### 2.4 BME Information event - Living With Diabetes

Are you living with diabetes?

Do you represent a minority ethnic group living in Belfast?

Then this “open event” may be useful for you attend...

Guest Speaker : Sara Carse, Diabetes Nurse Specialist

Event Topics Will Include:

- Living Well With Diabetes
- Benefits of Being Part of a Support Group
- Health Freebies will also be distributed



Date: **Tuesday 20th March**  
 Doors Open: 7.00pm Tea/Coffee Available  
**7.30pm - 8.30pm**  
 Venue: **Chinese Welfare Association**

For registration / information, please contact Camilla at CWA Tel: 07455978938 / [camilla@cwa-ni.info](mailto:camilla@cwa-ni.info)

### 3. UNISON Courses / Membership services / Other info

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#### 3.1 Are you claiming the tax relief you're due?

HM Revenue and Customs allow you to claim tax relief on professional subscriptions or fees which have to be paid in order to carry out a job.

That means that if you're a UK taxpayer, you can get tax relief on costs, such as NMC registration, trade union membership and uniform cleaning.

See HMRC website to find out how to get tax relief <https://www.gov.uk/tax-relief-for-employees/how-to-claim>

#### 3.2 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.

##### **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 4<sup>th</sup> April.**

Contact [n.donnelly@unison.co.uk](mailto:n.donnelly@unison.co.uk) / text 07554433958

#### 3.3 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 clinics:

**Friday 9<sup>th</sup> March / Friday 13<sup>th</sup> April**

Nathalie [n.donnely@unison.co.uk](mailto:n.donnely@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 UNISON Member Learning Programme

The UNISON 2018 Member Learning Programme is available on

[www.unison-ni.org.uk/education-and-training](http://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](mailto:educationni@unison.co.uk) or ring UNISON 02890-270190 and ask for the

Education team

Facebook: unisonnieducation

#### **Courses coming up – March / April :**

##### **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.

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

**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

**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

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***Western Trust Area – Wed 11 April 10am – 12pm UNISON Derry; 2 - 4pm Omagh***

***Southern Trust Area – Fri 13 April 10am – 12pm Craigavon; 2 – 4pm Newry***

***Northern Trust Area – Fri 20 April 10am – 12pm Antrim; 2 – 4pm Coleraine***

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### **Wound Care – An Introduction**

***10am – 12.30pm Thursday 5th April in UNISON Derry***

This workshop is aimed at nurses and midwives. It will cover a range of topics around wound care including wound aetiology and healing, factors affecting wound healing, wound infection, wound pain, assessment and management principles. It will be delivered by Jennifer Mullan, Tissue Viability Nurse, Western Trust

### **Planning for Retirement**

***10am – 3.30pm Fri 6 April, City Hotel Armagh; Fri 12 Oct UNISON Belfast***

This one day workshop offers those who are intending to retire the chance in the near future or through ill health to find out about a range of information such as financial planning, benefits advice, volunteering and educational opportunities. It will include input from a selection of Lighthouse Financial Services, Benefits Advisor, University of the 3rd Age, Commissioner for Older People, Volunteer Now, Age NI, Abbey Insurance and Thompsons Solicitors. Members are welcome to bring their partners.

### **Foundations of Resilience: The Keys to reaching your Potential, at Work and Personally**

***10am – 4pm Mon 9 April UNISON Belfast***

This one day workshop aims to enhance your confidence, courage, enjoyment and commitment to be true to yourself and take positive action in the workplace by: providing a practical skills step by step tool kit for you to use in and beyond this workshop to identify and support your unique strengths and action, to stop any erosion now, restore your foundations and grow through tough challenges. It will be delivered by Rosie Burrows BACP, SEP, PhD Resilience and Trauma Specialist.

### **Understanding Islam (open to all)**

***6 – 8pm Thurs 12 April UNISON Belfast***

Members of the Muslim community make up 0.2% of the Northern Ireland population but experience a disproportionate amount of prejudice. Media portrayal of the Islamic faith is often set only in the context of global unrest. This workshop describes how Islam is both a religion and a peaceful way of life, to allow people from a diverse society to understand the meaning of Islam and Muslims and to dispel common myths and misconceptions. It will be delivered by Brenda Skillen, NI Muslim Family Association. This is being run in partnership with our Black & Migrant Workers group and is open to all.

### **Menopause Awareness**

***6 – 8pm Thurs 12 April UNISON Belfast***

When you hear the term menopause do you think hot sweats, night flushes, tiredness, lack of libido, anxiety, insomnia, weight gain, dry skin...? In this



evening session Dr Joanne McManus will give participants an overview of menopause and provide accurate, up to date, evidence based information to enable women to make informed choices. She will discuss perimenopausal, menopausal and post-menopausal phases as well as the hormonal changes. Joanne is a Consultant Gynaecologist and specialist in Reproductive Medicine in Belfast Trust. This is being offered in partnership with UNISON Women's Committee and links to wider discussions around the impact of the menopause on women at work.

### **Spiritual Dimensions of Care (open to all)**

***10am – 4pm Mon 16 April NI Hospice Education Centre***

This one day event is being run in partnership with the NI Hospice and is open to all. The workshop is for any health care worker and other related personnel eg chaplains, volunteer hospital visitors. The programme aims to raise awareness about the concept of spiritual care, equip participants with an understanding of how to recognise and identify a patient's spiritual needs. It will also help participants become more aware of resources available in healthcare settings in relation to religious faiths and Spiritual needs. The session will be delivered by Fiona Timmins, Associate Professor at the School of Nursing and Midwifery, Trinity College Dublin. She has more than 128 publications in peer-reviewed journals and has written/co authored 10 nursing textbooks.

### **Effective Communication: Strategies for Creating Clarity in the Workplace**

***10am – 4pm Tuesday 17 April UNISON Belfast***

This workshop aims to enable members to look at how communication can support engagement with colleagues on a range of issues. It will help participants to understand better how communication works, why it breaks down, the pitfalls of poor communication, how to improve your own communication skills and the assertiveness model for effective communication. It will be delivered by Deirdre Gunn.

### **NISCC – Delivering on Standards – A Shared Responsibility (open to all)**

***10am – 12.30pm Tues 17 April UNISON Belfast***

This seminar is aimed at managers in statutory, private and third sector organisations who employ staff who are regulated by the Northern Ireland Social Care Council. It will cover issues such as thresholds for reporting, employer compliance with the raising concerns guidance, an overview of trends and patterns of reported incidents and support for maintaining standards of care. This event is run jointly by UNISON and NISCC and is open to all.

### **Losing a Baby: What do parents want and need? (open to all)**

***6 – 8pm Wed 18 April UNISON Belfast***

This event is being run in partnership with SANDS NI, The Stillbirth and Neonatal Death Charity. In Northern Ireland over 3 babies a week are stillborn or die in the first four weeks of life. This experience is traumatic for families and challenging for health professionals. Drawing on her PhD research and work with mothers and fathers who have lost babies to stillbirth and neonatal death, Dr Sam Murphy from the Open University will outline how it can feel to lose a baby before or around the time of birth. She will explore how women and men experience the event and suggest ways in which they can be supported through such a tragic and traumatic event. This is being offered in partnership with UNISON Women's Committee and there will be a voluntary collection for SANDS NI on the night.

### **Interview Skills for Health & Social Care**

***10am – 4pm Wed 18 April, Belfast***

The Health & Social Care service uses both a competency based and values based interview process. This one day workshop will enable you to understand and convey your skill set within this framework. It will allow you to recognise the skills and knowledge you have, support you to reflect them in an application form and put them across using strong examples in the interview setting. It will cover common pitfalls of applicants and tips for improving your confidence at interviews. While the focus will be on the Health & Social Care service, the workshop will have wider application. It will be delivered by Kevin Clarke, HR in Belfast Trust.

### **Continence Awareness**

***2 – 4pm Thurs 19 April Derry; 7 June Enniskillen***

This workshop is aimed at home care workers, health care assistants and care assistants and will present an introduction to continence, what causes incontinence, how it impacts on people differently, good skin care and the types of aids and products that are available. It will be delivered by Janice Matthews, Tena Nurse Advisor

### **Wound Care – Assessment, Diagnosis and Management of Leg Ulcers**

***10am – 4pm Fri 20 April UNISON Belfast***

This one day workshop will cover a range of topics including epidemiology, impact and costs of leg ulcers, underlying aetiology of leg ulcers, principles of assessing a patient with a leg ulcer, compression therapy and bandaging. It is part of the Tissue Viability Leading Change Competency Based Learning Programme which has been developed with the Huddersfield University. It will be delivered by Tissue Viability Nurse, Urgo Medical.

### **Building Confidence for Women**

***10am – 4pm 20 April Ballymena; 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.

**RQIA - Understanding Registration, Inspection and Enforcement (open to all)**

***11am – 12.30pm on Monday 23rd April in UNISON Belfast***

This session will give participants an overview of categories of care, an insight into how analysis of information and intelligence informs the RQIA inspection process. It will present an overview of enforcement and thresholds for intervention. It will be delivered by Kathy Fodey, Director of Regulation and Nursing RQIA and is open to all.

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

***10am – 12.30pm Fri 27th April – 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 and 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.