

UNISON

NURSING NEWSLETTER

UNISON NI • MAY 2021



**UNISON celebrates
international nurses' day**

**NURSING
THE
NATION
2021**

UNISON
COLLEGE

Upcoming Courses

International Nurses Day 2021

The theme for this year's celebration of the nursing community, on **12 May 2021**, is ***A voice to lead - a vision for future healthcare.***

The COVID-19 pandemic has shown more than ever before the brilliance of our nursing family. Nurses have shown leadership at all levels of our health and care services to meet the extraordinary demands of the pandemic.

As the biggest trade union in healthcare, UNISON wants our branches and members to help us demonstrate how our nursing family have led during the pandemic.

Have your registered nurses adapted services to keep patients safe? Did your nursing associates show their leadership skills to support colleagues when the going got tough? How did your student nurse members cope with the added leadership responsibilities they took on during the emergency?

Tell us your stories using the form [HERE](#), and share your photos and messages on Twitter or Facebook using the hashtag **#NursingTheNation21** so we can amplify the amazing work you have done.

Anaphylaxis Recognition and Management

Wednesday 12 May 2021

10.30am - 12.00 midday

[ZOOM LINK - CLICK HERE](#)

Understanding How Medicines Work

Wednesday 12 May 2021

2.00pm - 3.30pm

[ZOOM LINK - CLICK HERE](#)

Understanding the Significance of Blood Results

Wednesday 12 May 2021

6.00pm - 7.30pm

[ZOOM LINK - CLICK HERE](#)

The following pre-recorded courses are available to view from 12 May for 1 week.

Infection Recognition and Management

ECG Recording and basic interpretation

Intravenous administration of medicines



UNISON campaign for a £2,000 pay increase for health and social care staff

Everyone working in health and social care deserves a pay rise. That is why we are asking the government to give all staff a pay rise of at least £2,000.

A £2,000 increase to every pay point would mean:

- A pay rise of over £1 per hour for all staff
- A fair and equitable rise, reflecting the contribution of all staff through 2020 and beyond
- A minimum of £10.23 per hour – taking the AfC pay floor back above the real Living Wage
- A Band 5 starting salary of nearly £27,000

HSC staff report that this pay increase would make them more likely to remain working in the health and care systems, improve their morale, and that they would spend more in their local economy. This is a fair and realistic claim, one that could easily be implemented by the Northern Ireland Executive, and one that is strongly supported by UNISON members working in the Health and Social Care.

We are encouraging members to use the:

[UNISON NHS Pay Monitor](#) and [Contact Your MP](#) tools.

“No nurse goes into the role for the money. But a £2k pay rise would really help us nurses feel that our hard work and dedication is appreciated.”

Eimear. Staff Nurse.



Message from UNISON NURSING OFFICER Stuart Tuckwood

‘The NMC are running a survey to gather the views of individuals about their education standards which govern how nurses and midwives are trained.

Now we have left the EU there is greater flexibility for these to be potentially changed. We would encourage you to share your views by completing the survey.

UNISON is closely involved in discussions with the NMC on this issue and will shortly be reaching out to our members to seek their views.’

[COMPLETE THE SURVEY HERE](#)

[FIND OUT MORE HERE](#)

**NHS staff
have waited
long enough**





PROUD OF YOU

The COVID pandemic has highlighted just how important our NHS staff are – everyone stepped up to help deal with the crisis, and health students played an important role in that. UNISON, the union for health students, is so proud of the efforts of our student members during the crisis. And we are proud to be the union you have chosen to be at your side as you move through your career in healthcare. We are with you every step of the way.



UNISON STUDENT NURSES

Studying and training to be a nurse or health professional is exciting but can be stressful and challenging at times also. You are often providing direct patient care but have essays to worry about whilst managing your clinical placements and supporting yourself through your studies.

That's why it's important not to struggle alone. UNISON is the biggest trade union in the NHS and our branches and networks are always available to support you if you need help. Whether you are a final year student or going out on placement for the first time, UNISON are here to support and guide you. [Contact your local branch.](#)

At UNISON we also have many exciting education and learning opportunities and roles for you to get involved in to help us campaign. We also have our very own Student Nurse Network where you can raise any issues or concerns on behalf of student nurses. To get involved or find out more [CLICK HERE.](#)

Our [UNISON College](#) have a 12-week introduction to human biology aimed at 1st year nursing students and those hoping to progress to nursing.

[DOWNLOAD THE UNISON STUDENT NURSE LEAFLET](#)

[Watch UNISON nurses explain why it's important for students to join UNISON.](#)

An invitation to join the UNISON Nursing Forum

- Alan Philson, Chair of the Nursing Forum

On the 12th of May we celebrate Nurses Day.

The Year of the Nurse 2020 was Florence Nightingale's bicentennial year, designated by World Health Organisation as the first ever global Year of the Nurse and Midwife.

That expertise and talent Nurses show came into their own when throughout the world they stood at the front line with other health staff to combat the Covid-19 pandemic unselfishly putting their lives on the line and unfortunately for some, giving their life.

As Chair of the Nurses Forum I would like to show my appreciation and gratitude for your unwavering dedication in the fight against the COVID-19 pandemic.

We have almost 10,000 members in the nursing family in UNISON NI. Our UNISON's Nurses Forum has grown increasingly concerned about the conditions nurses are expected to work under and about the standard of care they are able to provide.

UNISON did not remain silent about the effect that lower pay, staff reductions and stress are having on nurses, patients and relatives.

UNISON Health Branches throughout Northern Ireland have Nurses and Nursing Assistants on our committees adding their voices, raising their concerns and issues and challenging the Trusts on decisions that affect our professions.

This year, we are calling on you to join our Nursing Forum to ensure that our Nurses are supported, protected, motivated and equipped to deliver safe health care at all times, not only during COVID-19.

- Alan Philson, Chair of the Nursing Forum

For more information contact:
unisonnorthernireland@unison.co.uk

Nurse Recruitment Pilot Project

UNISON following engagement with the project leads will await the outcome of this pilot project.

We are committed to working with the recruitment services to improve the process and the opportunities for our student nurses.



Pilot Project Explained

Over the past 12 months the workforce challenges have continued to grow and so too has the need to find streamlined processes for employment of newly qualified student nurses.

With this in mind over the past couple of months, through true partnership working, a pilot student streamlining process has commenced for the recruitment of newly qualified Band 5 Adult Nurses into the HSC.

The overall aim is:

- to encourage all graduating nurses to join the HSC;
- to offer an excellent candidate experience;
- to provide a process which would allow applicants the opportunity to be matched to available posts which best meet their needs and expectation;
- to ensure robust governance arrangements which would support safe, efficient and fair recruitment;
- to facilitate evaluation of this pilot towards learning and development for the future.

In early March 2021 a Task & Finish group was established involving employers, universities, students and trade union representatives. Through partnership working, a process was agreed and a recruitment campaign was launched on Monday 29th March 2021 with the target of having all conditional offers issued by mid May 2021. Whilst a full evaluation will be completed informal feedback is positive and this pilot certainly provides a springboard for the future.

Sharon McRoberts
Assistant Director of Nursing
Chair of Task & Finish Group

Career Pathway for Stroke Nursing

Unison Nurses Forum Reps Report

This group was set up by the Chief Nursing Officer (Charlotte McArdle) with National Stroke Network and Northern Ireland Stroke Network to recognise a clear career pathway for those HCAs and Nurses (Bands 2-8) involved in providing the best care in Stroke Care and ensure educational opportunities are funded and recognised regionally.

The group last met on 22nd April 2021 and work had been suspended due to COVID restrictions.

It looked at:

- 1) Specific Core Competencies relevant to the Hyper Acute Stroke Unit Nurse Role (HASU) Bands 5,6 and 7
- 2) Specialist Practice Nurse Qualification and the practicalities of ensuring Stroke Modular opportunities, adult ANP course and adequate Lead Clinical Support in each Trust.
- 3) Relevant and consistent Regional Job Descriptions for all Bands.

UNISON urged the group to ensure that all Job Descriptions are processed through the Regional AFC Unit

Job Evaluation District Nursing

Responding to District Nursing Sisters/ Charge Nurses concerns that they were working over and above their job description Regional JE lead and UNISON member Maura Mc Kenna gave advice and support and explained how to pursue their case for an uplift.

It took some negotiation with the relevant managers to gain agreement on what should be submitted to the Agenda for Change team.

Ultimately the outcome was successful which resulted in 74 staff being upgraded from a band 6 to a band 7 with substantial back pay.

UNISONs pay max strategy is at the heart of the wins we have secured for health staff over the last few years. Regional trade union side have now been asked by the staff nurses in community to advise them and look at their information.

It is important that any member of staff who feels that they are working at a higher level contact their union rep for advice on the Job Evaluation scheme.

For all local branch contact details go to:

www.unison-ni.org.uk/branches

BECOME A UNISON REP

- Challenge workplace issues
- Make your voice heard
- Offer advice and support

Interested in becoming a rep?

Contact your local UNISON Branch.

www.unison-ni.org.uk/branches

UNISON
Northern Ireland



RECOMMEND A FRIEND TO BECOME A UNISON MEMBER AND YOU WILL BOTH BE ENTERED INTO A PRIZE DRAW TO WIN A £50 VOUCHER EACH!

To enter the competition, new members must either:

- Complete an application form, write the full name of the person/friend who recruited you along the top, and return it to UNISON Galway House, Belfast;

or

- Join on-line and then send an email to unisonnorthernireland@unison.co.uk Title your email 'MAKE MAY MATTER' and include your own name and the name of the person/friend who recruited you.

Closing date 31st May 2021. Draw will take place on 4th June 2021.



www.unison-ni.org.uk



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