

Please find below the latest update for our members in Private Care / Nursing Homes

- **Minimum wage**
- **E-learning**
- **Four Seasons' update**
- **Black and Migrant Worker members**
- **CPD courses coming up**

Contacts:

- To get the contact for your branch rep if you need any workplace advice or representation: UNISON office [02890270190](tel:02890270190)
- UNISON Direct helpline [0800 0 857 857](tel:08000857857)
- To follow up on any item in this bulletin: Nathalie n.donnelly@unison.co.uk

Minimum wage rates

The minimum wage / “national living wage” rates went up on 1st April.

The new rates are:

- 25 and over – £7.50 an hour;
- 21 to 24 – £7.05 an hour;
- 18 to 20 – £5.60 an hour;
- 16 to 17 – £4.05 an hour;
- Apprentice rate – £3.50 an hour.

UNISON continues to campaign for the independent living wage rates as defined by the Living Wage Foundation (currently £8.45 an hour).

If you are not getting the minimum wage, raise it with your employer. If it is not rectified, please contact UNISON.

E-learning / training

Remember that learning is **your responsibility** under the terms of your registration with either the NMC (nurses) or NISCC (Care Assistants).

You can challenge your employer if training is not provided as part of your job, or if you are asked to pay for your training. However, regardless of negotiations / dispute you may have with your employer,

you are required to complete all mandatory training to be able to work.

Within Four Seasons, unions have negotiated that all e-learning would be paid. *(Please contact us if you are having difficulties with that in your home)*

Not all employers provide paid e-learning / training. Staff on minimum wage can legitimately argue that having to put in extra working hours to complete their e-learning brings them under the minimum wage. **Raise it with your employer and do contact us if you are in that situation!**

Four Seasons update

- Four Seasons are currently going through a pay review that will include looking at banding and job descriptions throughout the company
- Last years' pay negotiation had included a pay differential for Senior Care Assistants. There was a long delay before this was filtered through, but it is our understanding that all outstanding uplifts have now been received.
- The introduction of the new minimum wage rates mean that this pay differential now needs to be renegotiated. This is ongoing and we have received assurance that what is agreed will be backdated to April.
- The County home in Enniskillen has been bought over and will transfer on 8th May. Terms and conditions of staff should be preserved under TUPE legislation. If you have any concerns please contact us.

Migrant Worker members

- **UNISON Black and Migrant Workers Group**
Do you receive our bi-monthly B&MW e-bulletin? If not, you might not be on our overseas members list. (Please email Nathalie to be added to the mailing list: n.donnely@unison.co.uk)

You can also join us on Facebook ([UNISON NI Migrant Workers page](#))

UNISON NI Black & Migrant Workers group meet every two months to discuss issues specifically relevant to them. On the back of these discussions, the group has organised campaigns / information / courses to fill gaps and address some of the issues identified (for example the group organised regular **English classes** or monthly **immigration advice clinics** in the UNISON regional office).

Our next meeting is on **Thursday 4th May** (5.00 to 7.00, UNISON office, Galway House. 165 York Street. Belfast BT15 1AL)

We would be delighted to welcome new members at our meeting!

- **Scoping exercise - Are you a former nurse?**

UNISON is currently carrying out a scoping exercise to identify **non European (e.g. Filipino, Indian) ex nurses** who arrived in Northern Ireland prior to 2014 and have worked as care assistants because they did not pass the IELTS Level 7.

We are exploring potential progression options to practice as a nurse and would appreciate if you would email Nathalie n.donnelly@unison.co.uk with your name, email and current workplace by **30th April**.

CPD courses coming up

These are courses particularly relevant to people working in nursing / care homes. There is a much wider range of courses available to members on our website: <http://www.unison-ni.org.uk/education-and-training>

Dementia - Reminiscence and Life Story Work

10am – 4pm Wednesday 26th April, Belfast

Reminiscence and life story work can play an important role in supporting people with dementia to be understood to staff and family around them. The emphasis is on how reminiscence and life story work can make your service more sensitive, person-centred and responsive to people with dementia and their carers. It will cover a broad overview of dementia as well an understanding of the benefits of reminiscence and life story work. It will support participants to communicate in a way that does not undermine the person with dementia and practice using different reminiscence methods to engage so that they feel valued and involved in decision-making. It will be delivered by Audrey Lockhart, Reminiscence Network NI and supports the outcomes of the Dementia Learning & Development Framework.

Recognition and Management of Sepsis

6 – 9pm Tuesday 9th May (rescheduled date)

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

Mindfulness for Pain Management

6 – 9pm Tuesday 9th May (rescheduled date)

Physical pain is unavoidable, but meditation practice can ease the mental suffering that often accompanies it. Mindfulness teaches people with chronic pain to be curious about the intensity of their pain, it also teaches individuals to let go of goals and expectations. When you expect something will ease your pain, and it doesn't or not as much as you'd like, your mind goes into alarm- or solution-mode. It's not about achieving a certain goal – like minimising pain – but learning to relate to your pain differently. This workshop will explore some of the theory and techniques around using mindfulness to help manage pain. It will be delivered by Monique Harte, University of Ulster OT Department.

Dementia – Understanding Delirium

9.30am – 12.30pm Thursday 11th May in Derry; Wednesday 15th November in Belfast

This half day introductory course is for all staff working in Health and Social Care including nurses, AHP, Health Care Assistants. Delirium is a deterioration in mental functioning, which is triggered by an acute illness of the body or the brain, intoxication or drug abuse. Delirium creates problems for health care professionals because it is complex to diagnose and care for. Good management of delirium requires knowledge of mental status assessment and awareness of the medical and environmental factors that may be involved. This course will look at what is and what is not delirium, impact of delirium, risk factors associated with delirium, prevention and assessment. It will be delivered by Sean Hughes, SPH Consultancy Dementia Training and supports the outcomes of the Dementia Learning & Development Framework.

Dementia – Understanding Pain & Assessing It

1.30 – 4.30pm Thursday 11th May in Derry; Wednesday 15th November in Belfast

Pain can be common in dementia, but difficult to assess. This half day day will look at the impact pain has on older people, assessment of pain in people with dementia. Pain is one of the most common causes of distress for us all! Many people with dementia are at risk of pain because they are more likely to experience events which cause pain (falls). Pain in dementia is often overlooked, wrongly diagnosed and wrongly assessed. When pain is identified it should be managed carefully with medications and non-pharmacological approaches. This course will look at different approaches to pain, signs and symptoms of pain, assessment tools, medication, pain and behaviour, environment and delirium. This half day introductory course is for all staff working in Health and Social Care including nurses, AHP, Health Care Assistants and domestic staff. It will be delivered by Sean Hughes, SPH Consultancy Dementia Training and supports the outcomes of the Dementia Learning & Development Framework.

Living Will / Advance Care Planning for LGBT People & Partners (open to non members)

6 – 8pm Wednesday 17th May

Advance care planning is about thinking ahead and talking to the people involved in your care, such as your partner, family, medical staff. It's a process that allows you to express your preferences about the care you'd like to receive, including: what you want to happen;

what you don't want to happen; who'll speak on your behalf. There is often confusion about rights when someone loses the capacity to make their own decisions. This often happens at an already distressful time. For LGBT people this can be more challenging as family relationships may have broken down or they have concerns about the reaction of health professionals. This evening will be delivered by Marie Curie and will give participants information about how to develop an advance care plan, what it covers and what it doesn't. This is an open event being run in partnership with the UNISON LGBT Committee as part of Northern Ireland LGBT Awareness Week.

Palliative Care - Pain Assessment & Management

9.30am – 12.30pm Monday 22nd May, Belfast

The aim of this half day session is to enable participants to develop their understanding and skills in assessment and management of pain in patients with advanced progressive life limiting illness. It is open to all staff who engage with patients in receipt of end of life care in acute, care home and home care settings. The session will be delivered by a Hospice Nurse Specialist (NI Hospice).

Palliative Care - Symptom Management

1.30 – 4.30pm Monday 22nd May, Belfast

This half day session aims to provide participants with an understanding of holistic palliative care to clients and patients with a life limited progressive illness. It aims to equip health care professionals with the knowledge and understanding of symptom management in palliative and end of life care; and the provision of physical, psychological, spiritual and social support in order to provide person centred care and to achieve the best quality of life for patients / clients and their families. The session will be delivered by the NI Hospice.

Learning Disability and Behaviours that Challenge

10am – 4pm Thursday 1st June, Belfast

Trying to understand why some individuals behave the way they do can be very difficult, numerous theories explain behaviour change and support the use of different interventions to bring about modifications in behaviour(s). This Challenging Behaviour course will give staff groups a good understanding of why Challenging Behaviour(s) occurs and how they can promote positive behaviour and possibly change behaviours of those who display Challenging Behaviour(s). By the end of the course the participants will have identified common functions of particular behaviours, reviewed possible causes of Challenging Behaviour and identified ways to support clients to change behaviour(s) as well as being able to respond appropriately to emotional arousal in others. It will be delivered by John Fisher, a practitioner and trainer who also supports vulnerable adults in the community.

Palliative Care – Acknowledging Diversity

9.30am – 12.30pm Friday 16th June, Belfast

Recipients of end of life care and their families experience a stressful and emotional time. This stress can be exacerbated if practitioners fail to respond adequately to issues of diversity and culture in the situation. Diversity can be reflected by alternative family units, non Christian faiths, cultural differences, patients from the LGBT or black and minority ethnic communities all which may require sensitivity and understanding. Often awkwardness is due to a lack of awareness around language, rituals and culture. This

workshop aims to enable participants to learn about issues which may relate to specific communities while maintaining the fundamental principles of end of life care.

Wound Care – Pressure Ulcer Prevention and Management

10am – 4pm Tuesday 20th June, Belfast

This one day workshop will cover a range of topics including how pressure ulcers develop, identifying patients/clients at risk, assessing a patient's skin, formulating a management plan, categorising pressure damage, documenting, reporting and root cause analysis. 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 Michelle Deeth, Tissue Viability Nurse, Uργο Medical.

All courses are free and refreshments are provided

If you are interested in a course, use our [online form](#) or email educationni@unison.co.uk with the course you want to attend, the dates, your name and address and your UNISON membership number or ring UNISON 028 90270190 and ask for the Education team.