

UNISON FOR SOCIAL CARE WORKERS



October 2024

IF YOU NO LONGER WORK IN SOCIAL CARE OR IF ANY OF YOUR CONTACT DETAILS HAVE CHANGED PLEASE UPDATE YOUR DETAILS THROUGH OUR MEMBERSHIP TEAM: NI-RMSTEAM@UNISON.CO.UK

FEEL FREE TO PASS ON THIS INFORMATION TO YOUR COLLEAGUES AND CONTINUE TO ENCOURAGE THEM TO JOIN A UNION.

THEY CAN JOIN UNISON ONLINE: WWW.UNISON-NI.ORG.UK/JOIN-UNISON OR SCAN THE QR CODE.



JOIN NOW

UNISON is the largest trade union in the health & social care sector fighting for the rights of our members and challenging companies in areas such as pay, non-payment of the minimum wage; zero-hour contracts; terms and conditions; training; scheduling and length of homecare visits, travel time; safe staffing in care homes and other health & safety concerns.

THIS NEWSLETTER INCLUDES UPDATES ON:



1. SOCIAL CARE FAIR WORK FORUM



2. RECENT SUCCESS STORIES



3. FREE UNISON COURSES COMING UP



4. BLACK & MIGRANT WORKERS FORUM



5. WHO ARE MY UNISON LOCAL ORGANISERS?



1. SOCIAL CARE FAIR WORK FORUM

UNISON remains actively engaged in the **Social Care Fair Work Forum** (FWF) aimed at enhancing pay and working conditions for all staff in the social care sector. The Social Care Fair Work Forum was established by the previous Health Minister following campaigning by UNISON. Representatives from Trade unions, employers and the Department of Health attend the forum. The most recent work carried out by the FWF was the survey of the registered social care workforce employed in the private and community and voluntary sectors launched by NI Social Care Council. The survey was agreed by the FWF and gathered information about experiences of pay, terms and conditions, and the impact of the cost of living, as well as support available to the workforce. UNISON played a significant role in the surveys design and encouraged our members to participate. The survey closed on the 13th of October, the findings will be discussed at the next FWF meeting.

- During a recent Private Nursing Home closure staff were faced with redundancy. Through negotiations with the employer, UNISON members secured alternative employment for the staff who wanted it.
- Following UNISON members intervention, some members working for a large domiciliary care provider have increased their pay rate.
- UNISON members working for a private nursing home have successfully challenged the employer on proposed changes to their rota without consultation.
- UNISON members working for a domiciliary care provider have been successful in challenging the employer over spot calls/call cramming.

We understand the pressures currently facing social care workers, by working together through UNISON you can achieve change. **If you would like to find out more about improving work for you and your colleagues please get in contact with us.**



2. RECENT SUCCESS STORIES



3. FREE UNISON COURSES COMING UP

Did you know that UNISON has an extensive Education Programme free for all our members, whether it's preparing for NMC revalidation or NISCC registration, we have over 800 courses to choose from, there is something for everybody. Click on the link to the [UNISON College padlet](#).

★ [K102 | Introducing Health and Social Care | Open University Course](#) ★

Are you interested in developing your career in Health and Social Care, the K102 could be the course for you. The K102 is an Open University course that runs for 8 months starting in Feb 25. UNISON offers access to a bespoke study skills programme with additional face-to-face tutorials. The course awards 60 credits at Level 4.

The module covers four areas –

- It paints a broad picture of care in the UK, ranging from the caring within families, to primary health care, acute care in hospitals, and social care in the community.
- It explores the impact of care needs and care services on people's sense of identity and self-worth.
- It considers the settings in which care takes place and is managed.
- It examines how care can go wrong and what individuals can do to try to prevent this.

The Application process for funded places on the K102 will open on Monday 21st October, you will receive a link via email or you can request one from K102ni@unison.co.uk.



4. BLACK & MIGRANT WORKERS FORUM

- UNISON has a regional network for Black and Migrant Workers. We hold online meetings, events and send out bulletins to all B&MW members in our region. Check out our [Facebook page](#) + our last ebulletin on the [UNISON NI website](#). If you are a migrant worker, please also register on the UNISON [Migrant Worker Network](#).
- Many of our members in the Private Sector are currently on Sponsorship and can feel very isolated and vulnerable to exploitation. For more advice, or to report issues around sponsorship, please contact Nathalie: n.donnelly@unison.co.uk
- Racism - We have been appalled by the racism on display over the summer. Any member affected by racism, bigotry or hate should contact their local rep / branch in the first instance list of branch contacts or contact the Regional Centre directly - 02890270190 / unisonnorthernireland@unison.co.uk

Your UNISON membership gives you access to immigration advice via UNISON Direct 0800 0857 857 or through a monthly face to face clinic in the UNISON Belfast office (02890270172 / n.donnelly@unison.co.uk)



5. WHO ARE MY UNISON LOCAL ORGANISERS?

James Large & Jemma Henning are the UNISON local organisers for the private social care sector.

If you work in a private nursing home or for a private homecare company, feel free to contact them to discuss your UNISON membership benefits, workplace issues, or if anyone who is not yet a member of UNISON wishes to join, please get in touch.

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Jemma Henning j.henning@unison.co.uk 07961043885



UNISON NORTHERN IRELAND SOCIAL CARE NETWORK

The first meeting of the Social Care Network will take place in November. The network is a group for members working in the private social care sector helping to shape the work of UNISON on issues such as campaigning, pay, terms and conditions.

If you would like to get involved in the network please contact Susan Neill on s.neill@unison.co.uk.

Stronger in UNISON

The Social Care steward base has increased by 200% in the past year giving you a stronger voice and making it easier for you to bring about change.

Do you have a work colleague who raises issues in your workplace? Do you know someone at work who would be great at communicating and holding member meetings? Is a member of your team passionate about education and professional development?

Why not encourage them to become a UNISON Rep? To be your voice in the workplace, share information about free UNISON training courses and get help with issues you are facing at work. We offer full training and support to become a workplace steward. Get in touch now to nominate a friend or work colleague to become your new UNISON rep.