



- Advice and Representation
- Legal Services
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- Educational courses

## UNISON - Standing up for the rights of homecare workers and service users

UNISON is the leading union for homecare workers employed by the private sector in Northern Ireland. We are committed to securing the best possible terms and conditions for our members and improving quality of care for service users. In doing so, we will stand up for your rights and hold employers, Health Trusts, Government and other agencies to account when they fail to deliver on their employment, caring, and other responsibilities to staff and the people they care for.

### **Bryson Care Protest: Mileage costs to be paid.....but the fight continues!**

In May, UNISON picketed the Bryson Care Offices in Derry to protest against the company's plans to reduce the terms and conditions of staff working in the North West. The company recently secured a contract with the Western HSC Trust and planned to reduce sickness and maternity benefits, mileage allowances and, enhanced rates of pay for working bank holidays and weekends.

All home care workers provide an invaluable frontline service to the most vulnerable in our society and the Bryson proposals will have a devastating impact on workers who are already finding it difficult to make ends meet. What was particularly disconcerting was the company's plans to reduce maternity benefits to the minimum statutory level. This represents a specific attack on women workers.

Bryson Care subsequently agreed to meet with UNISON and following the meeting decided not to remove maternity benefits for staff in the North West but are continuing with their plans to reduce mileage rates, bank holiday pay and sickness benefits.

**Further protests are planned to force Bryson, and all other homecare providers, to do the right thing and stop attacking the rights of homecare workers and clients.**

## PROTEST PAYS OFF



Three simple ways to  
Join UNISON today:



Call us on

**0800 171 2194**



Join online at

[www.unison-ni.org.uk](http://www.unison-ni.org.uk)



Ask your UNISON rep  
for an application form

**Your Local Reps:**

**Janet Orr: 07817 120 869**

**Claire Bolt: 07817 121 374**

**Belfast Office: 02890 270190**

## UNISON Your friend at work

Do not stand alone at a disciplinary join UNISON today or contact your local rep for advice.

UNISON can also provide legal services on a number of areas.  
Call: 0845 355 0845

## Current National Minimum Wage and Living Wage rates

Age	Current Rate	April 2017 Rate
Over 25	£7.20	£7.50
21-24	£6.95	£7.05
18-20	£5.55	£5.60
Under 18	£4.00	£4.05
Apprentice	£3.40	£3.50

You should be receiving the rates above **AFTER** travel expenses and not before. You should be paid for your travel time. Please contact your UNISON rep immediately if this is not the case.

## Make time for yourself!

UNISON run workshops free of charge to members. A full list can be obtained in hard copy or online at [www.UNISON-NI.org.uk](http://www.UNISON-NI.org.uk)

Some examples include:

- Care of the Older Person
- Stress and mindfulness
- Dementia
- Bereavement
- Stoma Care
- Palliative Care
- Wound Care
- Managing an Infection Outbreak

These courses can be used towards your NISCC registration training hours (90 hours over a 3/5 year period)

Call 02890 270190

Email: [EducationNI@unison.co.uk](mailto:EducationNI@unison.co.uk), or go online to book a place

## Does your employer do the following?

- **Scheduling:** Visits are scheduled so that you are not forced to rush time with clients
- **Length of visits:** The time allocated to visits matches the needs of the clients. 15-minute visits are not used.
- **Pay and minimum wage:** You are paid for your travel time, your travel costs and other necessary expenses such as phones.
- **Zero hour contracts** are not be used in place of permanent contracts.
- **Changes in clients:** Clients are allocated the same homeworker(s) wherever possible.
- **Training:** You are regularly trained to the necessary standard to provide a good service (at no cost to you and in work time).
- **Isolated working:** You are given the opportunity to regularly meet co-workers to share best practice and limit your isolation.

**If not, contact UNISON now!**

## Attention all Social Care Workers

Do you need guidance for how to re-register with NISCC every year?

You can find everything you need on [www.niscc.info](http://www.niscc.info) or contact your local rep for help

Join UNISON to help protect your registration because if you lose your registration you cannot work in the care sector again.

## Tax Relief for Employees

You may be able to claim tax relief on the cost of cleaning, repairing or replacing specialist clothing like a uniform or safety boots.

For more information you can go to [www.gov.uk](http://www.gov.uk) or ask your UNISON rep

Please only use certified sites like [www.gov.uk](http://www.gov.uk) and watch out for scams