

# News from **UNISON**

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## HCA's Move Step Closer to Winning Historic Re-banding Campaign



members working as HCAs at Manchester University NHS Foundation Trust, Stockport NHS Foundation Trust and Wigan, Wrightington and Leigh NHS Foundation Trust voted to accept a framework agreement to resolve the issue, with 99% voting to accept.

The agreement will mean that hundreds of HCAs who have been historically underpaid should receive back-pay from up to April 2018, as well as providing them with an opportunity to be placed into a Band 3 role so they receive fair reward and recognition in the future.

One UNISON member said, "I feel happy that the services we provide day in, day out are finally being recognised. We come into work day after day and go above and beyond our job roles – putting the patients first is our number one priority".

**What's next? There's still lots to do to ensure the principles of the GM Framework Agreement are applied locally. See the update on the reverse of this newsletter for how to get involved to secure the reward and recognition you deserve**

Following a campaign organised by UNISON members, Healthcare Assistants (HCAs) at three large NHS Trusts in Greater Manchester have taken a significant step towards resolving a long-running dispute about their pay.

Thousands of HCAs across Greater Manchester are employed on Band 2 which means they should undertake personal care only - but many are regularly and routinely undertaking clinical duties above their grade which should be paid at least Band 3. This includes a range of duties such as taking and monitoring bloods; carrying out ECGs; venepuncture; escorting patients unaccompanied; complex dressings; cannulation and recording patient observations.

Following a campaign which has attracted significant political and public support, as well as thousands of NHS staff, UNISON

### We can help

Get in touch with the Branch Office or your local steward if you have any concerns at work or have any questions about the HCA campaign

### Keep us updated

Don't forget to update your contact details if you change your home address, your job title or your workplace by contacting your Branch Office or calling UNISON Direct on 0800 0 857 857

### Current news

Keep up to date with the latest Unison news at your Branch website: <https://unisonmanchesterhealth.org.uk/>

### Come and meet us!

Unison reps will be holding stalls across all the main hospital sites between now and 9<sup>th</sup> September. Look out for us and come and talk about the NHS pay deal and vote in our consultation ballot:

Tuesday 31st August at MRI

Wednesday 1st Sept at NMGH and MRI

Thursday 2nd Sept at Wythenshawe

Friday 3rd Sept at Trafford and Withington

Monday 6th Sept at NMGH

Tuesday 7th Sept at Wythenshawe

Wednesday 8th Sept at Dental Hospital and Altrincham

Thursday 9<sup>th</sup> at Trafford, Withington and MRI

# Get active to secure fair pay and recognition for HCAs

Over the past months and years, HCAs in UNISON have made significant progress in their campaign for fair pay and recognition – but there's still more that UNISON members and HCAs need to do to secure campaign victory.

## Why is it important to get involved in your union?

**UNISON is the only voice for Healthcare Assistants** – UNISON HCA members have fought hard to win the recognition you deserve. The GM Framework Agreement is a huge step in that process – but it's only been possible because of ordinary HCAs coming together in their union, UNISON, to demand change. Trusts would not have acted without union pressure, and no other union is standing up for HCAs. The more members we have, the stronger our collective voice is

**We need a strong union voice during local negotiations** – Although huge progress has been made, there are still lots of decisions which need to be made locally which will determine how many staff will benefit from this process. How many new Band 3 roles will be created? Who will be identified as working above their band and be in scope for re-grading and back-pay? What will the process be for recruitment and selection? We need an active and engaged membership to ensure a positive outcome for our HCA members

**HCAs will need advice and support during the implementation process** – In order to determine which HCAs have been working above their band and for how long, the Trust will be conducting individual skills assessments. HCAs will be able to provide evidence to support their claim and may need to appeal against Trust decisions. All UNISON members will be entitled to full support, advice and representation during this process

## How to get involved to build our collective voice?

**Join UNISON** – If you're not already a member of UNISON, make sure you join to strengthen our collective voice during local negotiations and to receive advice and representation during the implementation process

**Recruit your colleagues** – We've got this far because of HCAs coming together to demand action from the Trust. Our most powerful recruiting tool is UNISON members talking to their colleagues about the union and the importance of getting involved – so why not ask them to join?

**Get active in your union** – We need engaged and active members to win this campaign. Make sure you come to meetings, get involved and speaking to colleagues about joining UNISON. If you're ready to get more involved as a Workplace Contact or Steward, get in contact with the branch using the details on this newsletter

Not yet a UNISON Member?

**JOIN YOUR UNION TODAY**

Join online at [www.joinunison.org](http://www.joinunison.org) or call 0800 0 857 857

