

UNISONnews

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Menopause is a Workplace Issue

As the UK’s leading public service trade union for women, UNISON is determined to ensure that working women have all the support they need to be healthy and safe at work. Women make up more than 70% of UNISON’s 1.3 million members and activists and they are 51% of the UK workforce.

Many of these women will inevitably experience the menopause at some point in their lives, and not necessarily in their late forties or early fifties. It can affect younger women too through a premature or a medical or surgical menopause. It can also affect transgender and non-binary people.

Statistics show that around 1 in every 3 women has either experienced or is currently going through the menopause. Around 8 in every 10 women will experience noticeable symptoms and of these 45% will find their symptoms hard to deal with. Some women may cope well with the physical and emotional

changes, but for others they may cause difficulties both in work and out of work. And we all know how problems outside of work can also impact on performance at work.

These problems can be made even worse by the fact that there remains considerable ignorance and misunderstanding about the menopause, with it often being treated as an embarrassing or taboo subject, or even a topic to make fun of. As the Work Foundation report ‘More than “women’s issues”’: Women’s reproductive and gynaecological health and work’ states: “there are a range of issues relating specifically to the female reproductive system which can and do impact on women’s health and work; it is time we stopped dismissing them as “women’s issues” and recognise and support them as workplace health concerns.”

Many women are being driven from the workplace because they find that adapting problematic symptoms around



More information can be found on the UNISON national website www.unison.org.uk/about/what-we-do/fairness-equality/women/key-issues/menopause/

inflexible work expectations is just too difficult. Others may find that managing symptoms mean they miss out on promotions and training, reduce their hours, lose confidence in the workplace and see their pay levels drop, all contributing to a widening gender pay gap.

The average age for a woman to reach the menopause in the UK is 51. It should be remembered that this can also be a time of life

continued overleaf >

Menopause is a Workplace Issue

continued from the front page

8 in 10

women experiencing menopausal symptoms are in work

When women are experiencing difficulties, not least with increasing caring responsibilities, and the onset of age-related health conditions. In addition, they may well be feeling that they are already not valued in the workplace. UNISON says that the impact of menopausal symptoms on women workers is an occupational health issue and an equality issue. The menopause is a workplace issue and therefore a trade union issue.

Over the coming weeks and months, the branch will be focusing on the menopause as we know what a massive effect it can have on our members' lives. We have already set up a WhatsApp group for members who contacted the branch following a piece in a recent weekly branch email.

If you would like to be part of the group so you can share your experiences, receive guidance and information and help shape the way we respond to the menopause as an issue as your UNISON branch, please contact our Branch Women's officer Nadine.Lapsley@swyt.nhs.uk or call the branch on 01924 316161.

(Excerpts taken from the UNISON booklet "The Menopause is a workplace Issue" which can be found on the UNISON website.)

Branch Nomination in UNISON General Secretary Election

Following a vote among stewards at the September Branch Committee meeting, it was agreed that the branch nomination for the next UNISON General Secretary would be Roger McKenzie.



Roger McKenzie

Every UNISON branch in the union has an opportunity to choose who they would like to nominate, before all candidates receiving a minimum of 25 branch nominations get forward to the wider members ballot (timetable below).

- 28 October 2020 Voting starts – Voting papers are sent to member's homes
- 10 November 2020 – Start of the voting helpline for members.
- Noon, 20 November 2020 – Close of the voting helpline for members.
- 5pm, 27 November 2020 – Voting ends
- 10am, 11 January 2021 – Results of election published

Under the agreed rules for the election, each nominating branch is permitted to publicise a statement of no more than 100 words, explaining why the branch decided to nominate the candidate they did, here is ours:

*Our Branch has nominated **Roger McKenzie** for UNISON General Secretary, Roger has plans to bring our union closer to members and Branches like ours.*

Roger's campaign has set out how together we can build a strong, powerful union that represents all workers delivering public services, stands up for members and ensures social justice is at the heart of our union.

Roger has said that he will support members taking action over pay, terms and conditions, health and safety and fight to stop local employers and this Government using the public health crisis as an excuse to attack workers.



UNISON Leading the Way on LGBT+ Rights

Branch action for Trans rights backed up by a landmark court case

Across the four nations of the UK, UNISON is leading the way in fighting for the rights of trans, non-binary and intersex colleagues – and a new ruling shows that the courts support changes we have already suggested to Trust leadership.

Working in partnership with our main employer SWYPFT and our sister Staff Side unions, the branch led the way in designing and proposing a newly drafted transgender policy. Branch reps identifying as LGBT+, wrote the policy and proposed it to the Staff Committee, who then unanimously agreed to recommend this new policy to the Trust for consideration. This is the first-time staff side has ever taken the initiative to lead on the development of a new or updated policy and this serves to reflect the excellent partnership working we have all worked to achieve and maintain over many years.

Kirsty-Ann Dickenson, Vice Chair and LGBT+ Officer, said: *“We are at a crucial junction in human rights. Trans, non-binary and intersex people are becoming normalised and accepted in society for who they are. At the same time small but influential groups are working to push them back into the shadows. We cannot let this happen. The anti-trans movement is founded on fear, hatred, misogyny, misandry*

and lies; we feel it’s vital to take a stand and protect our trans, non-binary and intersex colleagues.

“To be a Stonewall Top 10 Employer there needed to be a full understanding of what being trans or intersex means and we are confident the policy reflects that.”

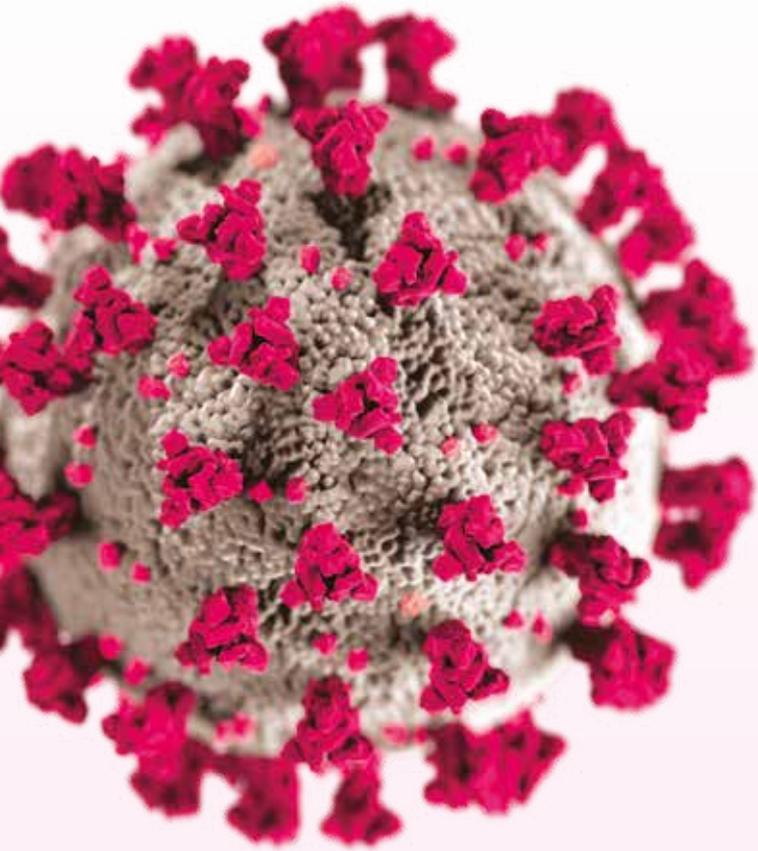
The policy proposed by UNISON and backed by Staff Side, recognises and celebrates the wide spectrum of gender diversity and experiences. It is informative and comprehensive, using Stonewall’s definitions as a guide throughout. The policy is designed to ensure that everyone can feel comfortable, accepted and protected at work. Now a landmark ruling in an employment tribunal ruling has added weight to proposals in UNISON’s trans and intersex policy.

Rose Taylor, a gender-fluid/non-binary Engineer who worked for Jaguar Land Rover recently won a landmark discrimination case against her former employer. Rose suffered abuse and harassment after she changed the way she presented in 2017. An important aspect of the case, heard in Birmingham, centred on whether gender fluid/non-binary people were protected by the Equality Act in the same way that those who have undergone gender reassignment surgery.

Employment Judge Hughes ruled that it was “clear ... that gender is a spectrum” and that it was “beyond any doubt” Taylor was protected. The judge said gender reassignment “concerns a personal journey and moving a gender identity away from birth sex”.

Tony Wright our Branch Chair and UNISON NEC member said: *“We are very proud of the document which Staff Side commended to HR for consideration before the ruling was made in the Taylor v Jaguar Land Rover case. We will work with the Trust towards adopting the policy as it as this will send a clear signal that it is living its values, progressive and cares about trans, non-binary and intersex staff. I am also very proud of, and grateful to, colleagues from our other unions for backing this unprecedented move and being fantastic allies.”*

Tony, who also serves as SWYPFT Staff Side Secretary and the UNISON NEC added *“a key part of UNISON’s role is to make sure no one is treated unfairly because of a protected characteristic, or any other reason. The policy is just one example of where we can work with the employer to take real action, looking after our members and improving the working environment for all staff.”*



Branch Reflections on Covid-19

Who would have known at the start of the year how 2020 was going to turn out? None of us will forget living through lockdown and all the other unprecedented ways Covid-19 has affected the lives of just about every person in the world.

For us working in the health and care sectors, things have been even more trying as we struggled to do our job caring for people whilst at the same time worrying about our own health and wellbeing and that of our families.

As we enter the Autumn months, the nights start drawing in and temperatures dropping, the dark shadow of Covid-19 is once again growing over us with numbers steadily increasing and the reintroduction of restrictions in large parts of the UK.

In this the latest issue of your

UNISON Branch newsletter, we thought it would be interesting to hear reflections from different people in different roles, who are connected to the branch in various ways. It sets out briefly some of the struggles faced by our members, many of which will be all too familiar to you as well, but also highlights the spirit and determination of staff to ensure services were delivered as effectively as possible, despite the turmoil around them.

The first piece in the Covid-19 feature comes from a member who contacted us after we

asked you to get in touch and tell us how Covid-19 has affected you, your families and the way they you live your life.

It demonstrates how people's perceptions can affect the lives of others, and perhaps reminds us to stop and think a little before making assumptions. In addition to identifying real concerns about fear of the unknown as we move forwards into what is being called restoration and recovery, yet at the same time the numbers of cases continue to rise, and further restrictions are imposed again.

A Member's Perspective

When Covid-19 broke I had already had a rough year with various sickness issues, but things were made even worse when I found out I needed to have emergency surgery during Covid. It was horrible being in hospital without any visitors. I normally like the hospital experience, but I hated it this year.

At work my role has totally changed, due to being classed as high risk from Covid they decided to give me admin jobs to protect me. As things stand I don't know if I will ever return to my normal role, as again due to health conditions I can't tolerate wearing a mask for long periods.

The inability to wear a mask has caused me a lot of stress, and anxiety. This has mainly been caused by how I have been treated by others. They think that everyone can wear a mask, and that it doesn't make any difference to my lung function, but unfortunately it does. A colleague stated that I'm too scared to go back to my normal role, and others think that it's because my glasses steam up. My glasses don't even steam up when trying to wear a mask. I think that this is because there is not enough breath coming out.

Listening to Boris placing restrictions on the population has caused me anxiety,

especially with the introduction of face masks. I feel like a leper wearing the sign round my neck stating that I'm exempt from wearing a mask. Even with the sign I have been questioned about my lack of a mask.

I am very worried about my job, because I love it, and lower management have been saying that I will probably be redeployed. I do not want this, and I am really good at doing admin around the office. I am extremely worried that I will be pushed out of the office soon, as the space that I am using is being given to a returning worker for them to work in on their own. I do not know where my place will be.

There is of course little that is worse than fear of the unknown, once we know what a situation is we can at least start to make some plans. When you don't know what you can do other than wonder what if? Covid we know does not affect only one group of people in our society, it can potentially impact on everyone. However generally it has been found that our younger generation, if they are able bodied and without underlying conditions to complicate things, are generally not as unwell with the virus as others are. This does not mean it does not bring its own problems for this group of people.

Young Members Officer, Natalie Shelton

Covid-19 has had a huge impact on many young members within health and social care workplaces. The initial lack of social interaction so crucial to everyone but the lifeblood of our young members, left some feeling truly isolated, with going to work turning out to be their only outlet. There was also a sense of hidden pressure as it came to light young healthy people were far less at risk of becoming ill due to the virus than older people. So we were often left to feel we had to

do our bit, we had to protect our older relatives from cross infection from us, but also go that extra mile in the workplace by picking up the additional shifts which required covering because others were shielding or off due to the virus.

The additional shifts had two purposes, it gave us extra social interaction in the workplace, and helped us feel we could do our bit to help with the pandemic. However what many young workers didn't realise is that it was

at a detriment to our overall wellbeing, as stress in the workplace was high, the clinical acuity and workload was high, the rules forever changed, and having to wear the PPE/masks for 12 hours. So our young member's began to experience burnout, and needed to understand it's okay to take a break and to pace yourself, that the weight of the world doesn't lie on their shoulders. I personally know this to be true as it very nearly happened to me too.

So, whilst it seems the physical impact of the virus on our younger people may not be as serious as for others, we need to recognise that the social and emotional impact may have far more significance. It is for this reason that there is increasing concern about the longer-term effects of lockdown and the continued reduction on the ability to socialise as usual, on our younger people's mental health. Whilst we were made aware that younger people were less likely to become unwell, we were also made aware that members of the BAME community were more likely to contract the virus and become seriously unwell if they did.

Patient Bank and Fieldhead Reception Manager – Evelyn Beckley

My name is Evelyn Beckley, I am the Branch Treasurer and I have been with SWYPFT for 29 years and for around 20 of those years I have been a UNISON rep. Covid-19, well what can I say? It's been a struggle! Like most of you I am sure, I have faced challenges both at work and at home. Since the start of lock down I have been going in to work at Fieldhead. I don't have a clinical role, but like many other staff working in Support Services, I do play an important role providing a vital service to the patients we care for, so I had no qualms about coming in to work throughout the lock down.

My job is to deal with the money and finance side of matters for our in-patients which obviously is a vitally important part of their lives. People often think that if you're in hospital you don't need to worry about money, but the fact is money is a consistent thing in your life whether you're walking the streets or recovering under the care of the NHS. The people I provide a service for need to have access to money, just like we all do, so for me closing

the Patients Bank and working at home was never going to be an option. As far as I was concerned, I could never see patients go without money and I know that was the Trust position too.

As well as my role with the Patients Bank, I also manage the main reception at Fieldhead and at first with so much uncertainty about Covid-19, the staff working on reception were understandably very uneasy. To begin with I took the decision to reduce staffing levels to 1, then as the months went by, and we were able to make more and more areas Covid-secure, we reintroduced staff working in pairs. I did all I could to make them feel safe in their workplace, but those months were very strange times, Fieldhead was like a ghost town and for once there was no need to rush to work to find a parking spot!

Those of use still coming into the workplace to do our jobs had the pick of the whole car park on most days and whilst that was a small plus, it was also a real struggle seeing very few people on site and on many

days the only people I would see were my own staff and those from the pharmacy team.

Another aspect of the whole Covid crisis which has had an impact on me personally is the increased rate of infection among black people such as me. I can't deny it was worrying to hear the government repeatedly say that two of the highest risk factors were being black and having an underlying health condition, both of which apply to me, but I still came into my workplace knowing this.

After a while people slowly started returning to the workplace and I've got to be honest and say my first thoughts were "what are you doing invading my space making me feel uneasy?" The return of more staff also made me start to think more about what might happen to me and my family if I was unlucky enough to be infected. In a natural act of self-defence I then started thinking to myself, "why aren't these people working from home when they don't need to be here? What are they doing here increasing the risk of me and others who need

to be here catching it?” It may appear to you reading this that this was a strange way for a member of staff to feel towards her colleagues, but I’ve got to be honest and say that’s how the whole thing made me feel, I was just thinking about my own safety and that of my family.

At first I did envy staff whose job allowed them to work from home, but as things have moved on I long for a return to normality when Fieldhead is buzzing and I see lots of friendly faces walking down the corridors and coming to my Cashier’s window every

day. Of course we have to do things sensibly and I know the organisation will make sure that happens, but I for one can’t wait for a return to the levels of social interaction and normality we had before any of us had ever heard of Covid-19 – if we ever get back to that of course!

So, we begin to see how different our lived experiences are, and while we all know that as essential workers every one of us has a part to play in making sure our service users and members remain as safe as possible. None of us knew exactly what that would or could mean for us.

Branch Secretary – Elaine Shelton

For me as Branch Secretary and Chair of Staff Side, March 2020 and the move to a national lockdown because of the Covid-19 virus changed everything. From directly managing and leading the branch and staff, supporting members and representatives, working from my office at Fieldhead, and travelling trust wide to attend meetings. My world changed as we had to devise what has become our virtual office with all the regular office staff working from home.

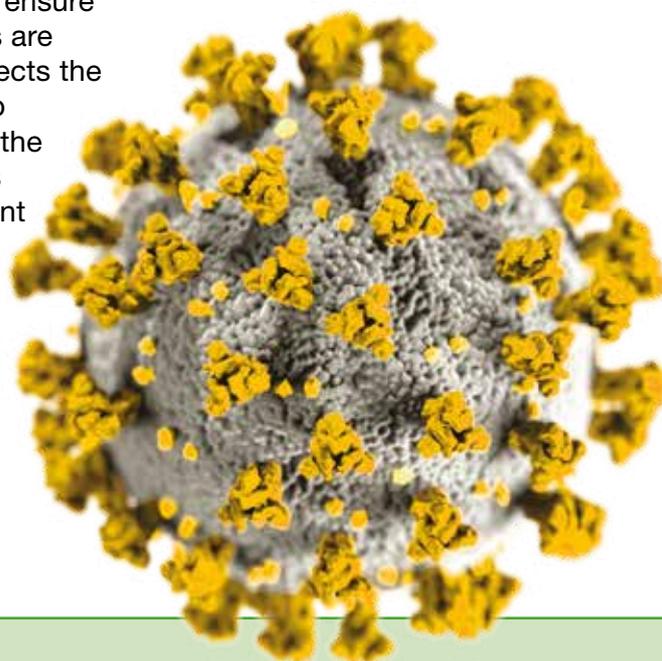
As Staff Side Chair I was required to become a member of the Trusts Silver Command, which works at the strategic level to take whatever decisions were required in response to the pandemic to ensure the trust delivered services as per government policy under Covid-19 restrictions and requirements.

The number of policy changes and guidance developments required sometimes on a

daily basis was phenomenal. The reading interpreting and analysing of all these to ensure they were staff friendly, at the same time as being compliant with the ever-changing government guidance, blew my mind at times. I had to take a step back from the day to day management of running the branch to enable me to focus on this very different type of work. Don’t get me wrong I enjoy it, and recognise it is an essential step to ensure our members needs are best met, and it reflects the levels of partnership working we have in the organisation. This is involvement in instant decision making at the highest level, other than the trust board, who oversaw our work.

Now thankfully things are sometimes at a slightly slower pace

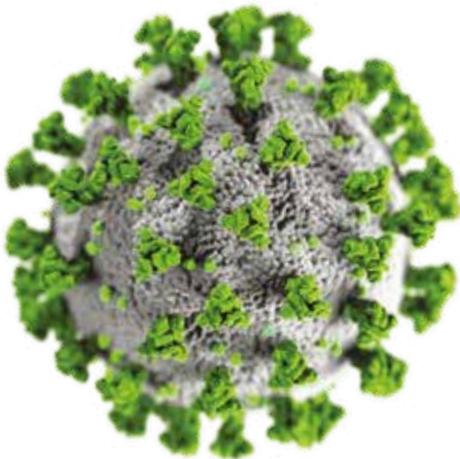
as we have the main bulk of the emergency work covered and move gradually towards restoration and recovery and the new normal. So, it was good to be able to pick up the more usual role of branch leadership and member representation again, alongside the active involvement with Silver Command. Though this is still via the virtual office while working remotely from home.



This is a story many people in other industries will be more familiar with, rather than a lot of our healthcare staff for who attending the workplace continued to be essential. It comes with its own set of difficulties and significantly increased the social isolation of lockdown as the weekly shop, and walking the dog became the only time we left our homes. The move to providing a service in such a different way was not straight forward, and for some it was difficult to see how we could do it.

UNISON Branch Office Manager – Lorraine Morgan

I've worked in the branch office for the past 25 years. It's the hub of the branch so when Covid-19 came we had to react very quickly to a moving situation regarding contact with others. We soon realised we had to take the difficult decision to close the office. To ensure we could continue to provide



the required service to the members, we worked quickly to set up online admin systems, as well as looking at how we could operate a virtual branch with those usually in the branch office from home.

Kirsty, our admin assistant and myself worked together to set up the systems using shared drives. It all felt very stressful since we had to close the office down almost immediately with very little notice. At first I felt very negative about working from home (after all I had spent the last 25 years in a bustling branch office,) but as I got used to my new laptop and working my way round everything I came to realise that there was so much we could do to help prevent the spread of the virus.

There were some snags which you would expect but also some positives. We found we were dealing with paper less, spending less time travelling around the Trust area to attend meetings as well as improving our methods of communicating with members. I can't wait for all this to be over but there is so much each of us can do to help. I'm now back in the office once a week to carry out essential tasks such as sending and receiving paper case forms for members who don't have access to emails and computers. I'm definitely looking forward to it all being over and getting back to some normality, but it's also important for us to take advantage of the positives which have come out of all this.

So we have a number of little piece's looking at the effects of Covid on different groups of people, those with a particular vulnerability to the virus, with a pre-existing health condition or from a BAME background. Plus the effects it has on those considered less vulnerable, how front line essential support services have adapted, and how your branch has adapted.

Now what is it like to be right on the front line, to deliver direct health care to patients/ service users. To know you are working in an area where there are people with the virus who need caring for and the concerns that can go along with that.

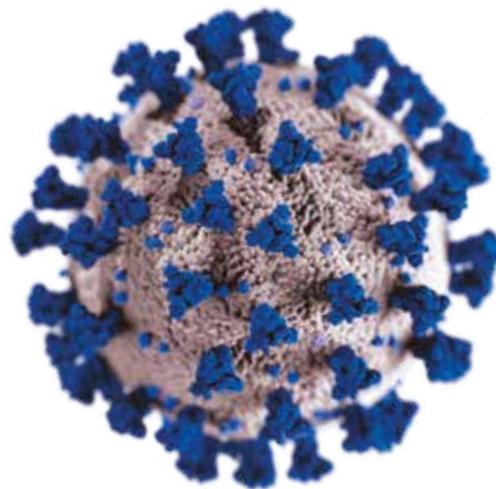
A New UNISON Rep who works as a Health Care Support Worker

As a new representative in my workplace I was learning the role of UNISON steward when the virus arrived. It was frightening from first hearing of it however when lockdown hit it was like the world stopped still. I couldn't see my friends. I couldn't see my family. I couldn't go for a coffee and people watch, nor could I go for a long walk in the countryside. This echoed into the workplace. My colleagues and our members would discuss what they should have been doing, where they should have been going on holiday, it was as though nobody had anything to look forward to anymore.

Work was at least an outlet, and we carried on turning up every day and doing our best, with a smile on our face for the benefit of our service users. The constantly changing guidance, policies and procedures, and what felt like many mixed messages from managers often left me and my colleagues worried we might get something wrong. It really is a new world

where we have to deal with wearing PPE for long periods in a shift, feeling drained and tired, and the increased hand washing causing hands to become sore, dry and cracked, coupled with the increased use of alcohol hand gel – everyone in the workplace knows the sting! Wearing masks isn't suited to everyone, for some it causes skin problems and headaches because the elastics or straps are so tight on the ears. Then there was the introduction of scrubs, suddenly we had to turn up for work even earlier to change, pray the right size was available and wear an extra layer of clothing underneath to preserve dignity, in the hot ward this is not ideal

Concern about taking the virus home was always there but when we opened the Covid ward to deal with an outbreak, it became much worse particularly for those of us, like me, who care for others who are far more vulnerable. Who was going to do the caring if I was not available? I found



the thought of me accidentally infecting someone terrible and it preyed on my mind constantly. I know these fears will be all too familiar for our members in general hospitals and nursing homes.

So, the last few months have been something of a baptism of fire for me, but I recognise how important it is to have union representatives in the workplace, who really understand what it's like, to be able to say you know what you're right, that is awful and find out how best to help people. To calm some of the anger and frustration by being the listening ear and making sure a different message is given to the managers.

Tiny excerpts of these people's lives during the months since March 2020, each one could have been much longer with far more analysis provided, but the message would still be the same. People who work in Health and Social Care, no matter what their background, what their personal circumstances have gone above and beyond to do the best they can in these exceptional circumstances. Often putting aside their own fears, their own vulnerabilities to ensure the lives of the people in their care are maintained at as high a standard as possible.

Clap for carers may have ended, but the care and dedication of the individuals providing the direct care and the essential support services did not. Well done to all our members for the dedication and diligence you have shown in such challenging and unprecedented times.

UNISON is There for You

My name is Anne Grace and I'm your UNISON Branch Welfare Officer.

I can be reached via the UNISON Branch office at Fieldhead, my base at Drury Lane Centre Wakefield, secure email anne.grace1@nhs.net the global address book (not for confidential information) anne.grace@swyt.nhs.uk or my mobile 07917503493.

That's how to get hold of me but why would you need to and what do we mean by Welfare? Workers welfare has always been a cornerstone of the Trade Union movement and is something UNISON is very proud of. Welfare Officers in UNISON support members experiencing unforeseen financial difficulties. UNISON has its own charity 'There For You' which members can apply to for short term financial support.

I am very proud and so is your UNISON Branch of the help our members have received from 'There For You' during some very difficult times for them.

Here are some of the circumstances when you might need this extra help:

- ♥ Loss of income;
- ♥ Relationship breakdown;
- ♥ Bereavement;
- ♥ Suffering from a long illness;
- ♥ Needing to buy equipment because of a disability;
- ♥ Caring for someone with special needs or an illness.

There are many other unforeseen circumstances

that could result in members struggling. If in doubt drop me a secure email or call me on my mobile or contact the Branch Office on 01924 316161.

These are some examples *There For You* could help with:

- ♥ Household Appliances;
- ♥ Utility bills;
- ♥ Funeral costs
- ♥ Disability equipment and adaptations

This list is an example and if you're not sure contact me.

There For You is a registered charity based at UNISON head office in London. As Branch Welfare Officer it is not my decision whether members are successful in their applications for support, this decision is taken by There For You. I am here to help you through the application process. As a registered charity *There For You* has stringent criteria to meet before making any grant which mean that applications have to be thorough. I know member wouldn't expect anything less.

Applications require a lot of information and documentation such as bank statement, utility bills, pay slips, letters etc. The application will need to include all household income and expenditure. As Welfare Officer I can support you to complete the application and to write a supporting statement which will accompany the application.

Alternatively, as a UNISON member you can complete an application online so please contact me if you would like



supporting UNISON members when life gets tough

information on how to do that.

Members often approach us when struggling with long term debt issues. Unfortunately *There For You* is a small charity in comparison to some other debt charities and has limited resources, however as it says on the tin, it is "there for you" and I would advise anyone struggling with debt to get in touch with me or the branch so we can look into possible ways of supporting you. If you want to check things out online, just do a search for "UNISON THERE FOR YOU" where the website will give you the full range of financial assistance available to you as a UNISON member as well as advice on debt management.

It is often difficult for members to ask for financial help, they often feel that they are working so won't or shouldn't qualify. This is not the case and assistance is not based on your salary. Short term financial hardship is brought about by a change in circumstances and your necessary expenditure. I have tried to give you as much information as possible in a brief summary, the *There for You* guidance is 7,000 words long so obviously I couldn't include everything but I hope that has given you a good basic introduction. If you have any doubt on whether you could qualify for assistance, just contact me. I'm here for you, and UNISON is There for You!

A Quick Tip for Your Windows 365 Office Mailbox

With recent big switch overs to the Windows 365 Office software in many organisations, we've heard stories from quite a few members being caught out by the new layout. One issue that has cropped up quite a bit is the sudden appearance of a dual mailbox with one mailbox labelled as "Focussed" and the other as well, "Other"!

We have seen many examples of important emails, sometimes from within the same organisation, going into the "Other" mailbox which in short is type of spam folder set up to stop people getting so many unwanted emails. If you check you Outlook mailbox and you have the dual mailbox showing "Focussed and "Other", to ensure that you don't miss any important emails you just have to follow a few simple steps:

1. Open Outlook on your device
2. Click on "View" at the top of the page
3. Un-Click "Show Focussed Inbox" the "View" tab.
4. Your email inbox should now have 2 tabs called "All" and "Unread"

Panto postponed until Saturday 9th January 2022

BOOOOOOO! comes the shouts from the audience, and yes, we agree! I'm sure we were all looking forward to Aladdin at the Carriageworks in Leeds this year.

Unfortunately, the massive impact the Corona virus is having on theatre and the entertainment business is yet another hard blow causing damage that is going to take a lot of recovering from. Many of you will have enjoyed taking up our annual offer of cheap UNISON Panto tickets over recent years, but sadly due to Covid-19 restrictions, we have had news from the theatre that this year's panto season has been cancelled for safety reasons.

But don't worry! We have already booked out a full performance of tickets for the next panto season, for 9th January 2022. That date sounds such a long way off and indeed it is, but it was the first opportunity available for us, and as we know time often passes quickly. We can only hope that when the time comes for us to start advertising the sale of tickets next year, we are all in a much better place, where we can shout "its behind you", referring of course to the pandemic, and the only ones wearing masks are the pantomime villains on the stage!

HELP US TO GROW!

We need your help to
recruit new members

£10 NEW JOINER OFFER FOR A LIMITED 3 MONTHS

Your UNISON branch is always looking for new ways to boost membership. With this in mind we are running a trial new joiner offer for 3 months. Until 31st January 2021 ALL NEW MEMBERS will qualify for a **£10 One 4 All gift voucher** which can be spent at a wide range of high street stores.

The more members we have the stronger we are as a union. With this in mind we'd like our existing members to talk to colleagues about UNISON membership, what we offer and encourage non-members to join us by telling them about £10 gift voucher offer.

UNISON is the largest union in the UK with over 1.4 million members but we can grow stronger with your help. To refresh your memory – this is just some of what we offer our members.

- FREE legal advice including help with problems at work
- Access to the largest network of workplace stewards of any trade union
- Special deals on insurance, independent mortgage advice, personal and career development courses, holiday club and much more
- Welfare from UNISON's charity 'There For You' which provides support and financial assistance in times of need.
- UNISON debt line is there to help you if you are struggling with personal debt
- Regular subsidised social trips and an annual pantomime (unfortunately not this year due to Covid).

Joining is quick and simple, ask your colleagues to go to **join.unison.org.uk** online and complete the online form.

They will then receive a confirmation email. All they need to do is email unison@swyt.nhs.uk with their name and membership number and we will post out a £10 gift voucher to their home address.

If you don't have access to a computer or you don't use email, then they can call us on 01924 316161 and we will post out a form to them.

£20 Gift Voucher Giveaway!

Update your details and we'll send you a gift voucher worth £20 to spend at a wide range of high street stores

But hurry because we only have a limited number of vouchers to give away!

It is vital that we can communicate well with all our members and that means being able to get information to you as soon as possible. This is why we are asking you to help us.

All we need you to do is to complete the enclosed update form as fully as possible and return to the UNISON office by Friday 6th December 2020. Please amend any out of date information and also fill in any blank fields.

If you find all the information is correct please return the form anyway (writing on the top 'all details correct') so that we know what we have is accurate and you can be entered in the draw.

It is especially important that you let us know your annual gross income (before deductions) so that we can check you are paying the correct amount of subs. This is important because if you aren't paying enough subscriptions this can mean you will not be eligible for support if you need us.

We are especially interested in having an accurate email address for every member, as this is how we are communicating with you more frequently now. This enables us to be able to advise you as quickly as possible about any issues which may affect you and also remind you of dates of key meetings, social events, special offers, and training opportunities.

A pre-paid envelope is enclosed for your use. Please note that the vouchers will be sent out gradually after the **closing date of Friday 6th December 2020.**

Giving even more back to our members – Autumn Freebie Giveaway!

2021 Diaries plus a Freebie Bonanza for members!

UNISON branch diaries are free to members on request and are expected to arrive any time now. In addition to diaries we are offering a wide range of freebies to give something back to our members. After all, the past few months have been more than challenging for all of us.

You can order a diary, a desk planner plus one drinks container plus 4 other small items.

South West Yorkshire Partnership Health members, if you are at work, please give us your FULL workplace address so that we can have them delivered via the internal post. For all other members please give us your FULL home address and we will arrange delivery by post.

Please be patient with us whilst we send these out to you as there may be a small delay. We have to follow guidance for Covid-19 and reduce the use of our offices. We expect diaries and calendars to arrive any time but this could be subject to delay. We will try our best to get items sent out to you asap. Stocks are limited. We will try our best to send you what you have requested but this cannot be guaranteed unfortunately.

FREEBIES AVAILABLE

2021 diary
2021 desk planner

INSULATED MUGS AND WATER BOTTLE (left to right in photo)

- Purple hot drink container
- Bamboo insulated drink container (eco)
- Stainless steel hot drink container
- Water sports bottle

Only one drinking container per order plus 4 other items from the below list:

- Purple fan
- Canvas tote bag
- Small bright lunch bag
- Webcam cover for laptop camera
- Pencil sharpener (made using recycled card and sustainable timber)
- Mobile ring stand to fix to back of phone
- Purple note book
- Bamboo travel toothbrush
- Spork – fork, spoon and cutting edge
- Nail emery board – heart unions
- Ice scraper
- Pink heart shaped sticky post-its
- A6 sticky large post-its (made from recycled paper)
- Diary bands for A5 diaries
- Red heart-shaped hand warmer
- Purple 3 point break lanyard with UNISON logo
- Rainbow LGBT Lanyard
- Small hardback flag pad – with 5 different coloured sticky page flags
- Trolley eco coin key ring (UNISON purple) made from recycled plastic
- Pencil (made from recycled newspaper)
- Pens (all are black ink)
 - Black barrel – made from recycled materials
 - Purple barrel
 - Blue barrel – made from recycled plastic bottles
 - White barrel

To order your freebies please e-mail the Branch Office (unison@swyt.nhs.uk) stating your full workplace address or home address whichever is your preference for delivery.

If you don't have email please telephone the branch office on 01924 316161. **This offer is open until Friday 6th December 2020.**

