

UNISON

healthcare students



Summer 2018

unison.org.uk/healthstudent

UNISON
the public service union

UNISON – improving pay in the NHS

The NHS trade unions, led by UNISON, have negotiated a three year pay deal for NHS staff which has been overwhelmingly endorsed by our members.

So why do you, as a student, need to know about pay deals in the NHS?

Well, this deal has done more than just put more money in the pockets of NHS staff, important though that is. It has also changed the NHS pay structure, which means that the pay landscape in the NHS will be different when you qualify.

The main changes

A nurse who graduated in 2017 in England would have been on a starting salary of £22,128. A nurse who graduates in 2020 will be on a salary of £24,907, an increase of £2,779 (12.5%). In addition to this, it will take you less time to get to the top of your pay band – for example it will take four years to get to the top of band 5 now instead of seven. UNISON led the negotiations to get £4.2 billion of new money from the Treasury to pay for the deal.

Following on from the deal in England, unions in Scotland and Wales are speaking to members about three year deals for those countries. In Northern Ireland unions are in the process of looking at how the pay deal affects them.

We know that as a student, you won't be affected by the pay deal immediately. Instead the government has abolished the student bursary in face of strong and vigorous



opposition from UNISON. We believe that this decision is wrong and we remain committed to campaigning for the introduction of a living wage for students

In the meantime, if you are worried about building up debt or need financial advice you can contact UNISON's own charity There for You for help - unison.org.uk/thereforyou

Placements are important

UNISON will be working with the National Union of Students (NUS) to launch a survey early next year to find out what students are experiencing when they are on their clinical placements.

These placements are a critical part of your studies and we are committed to doing everything we can to ensure that placements are good quality and really help prepare you for life in the NHS workplace.

Our joint survey will look at your experiences of your placement and your financial situation, especially if you are experiencing financial hardship.

Please look out for this survey in early 2019 – your experience will be vital in helping us campaign effectively to ensure that placements are fit for purpose.

In addition to our survey we are also looking at what is called 'supernumerary status' (which means that students should be additional to the workforce and staffing figures and not be used to plug staffing shortages). It is important that you are clear about what should be expected of you in the workplace and that your branch knows how to support you if things go wrong. We also want to ensure that you are clear about who to contact if you need help and support from UNISON so we will be working with branches to ensure that they are visible and easily accessible in your workplace.

As we are determined to ensure that all students get quality placements we are also planning some work around understanding the pressures that your tutors and mentors are under so that we can ensure they get the right support and training to support you properly.

2019: the year of young members

Next year UNISON will be celebrating young workers in the workplace and in our union. We will be celebrating the contribution of more than 63,000 young members (under 27) to the strength of the union. Our aim next year is to encourage many more young people to join the union and make their voices heard so we can ensure that young people have a voice, not only in UNISON, but at work too.

If you are under 27 why not get active in one of our young members' groups. These groups aim to:

- encourage recruitment, organisation and participation of young workers
- provide a powerful voice for young members
- give young members the opportunity to develop the skills and knowledge necessary to participate in the union.

As a young member you are supported by a union of 1.3 million members who can assist you with support, training, advice and guidance. You can find out more at unison.org.uk/ym

The changing face of nursing

In 2018, we saw a drop in applications for university places with nursing courses being particularly hard hit. The number of applicants from all age groups in England fell by 14% compared to the same period in 2017.

According to the Universities and Colleges Admissions Service (ACAS) the scrapping of the nursing bursary is partly to blame for fewer mature students applying to go to university.

This drop in mature students has even led to some courses being cancelled.

UNISON has huge concerns about this decline because the change in the demographic makeup of healthcare students will affect the face of nursing for years to come. We believe that the nursing workforce needs to represent the diversity of our population, so we will continue to monitor the situation and raise our concerns with politicians, universities and government.

Student mental health

One of UNISON's key campaigns is for proper investment and support for vital mental health services.

Mental health services across the UK are struggling as a result of chronic underfunding and increased demand. This is having a negative effect on people who use these services and on the health and wellbeing of the staff who provide them.

Find out more about this campaign at unison.org.uk/mentalhealth

We don't just campaign, we are also there for you if you need our help. Just contact our welfare charity, There for You, for a confidential advice and support service for members and their dependants. Call us on **020 7121 5620** or visit unison.org.uk/thereforyou

The NHS page on student mental health is also a useful resource: nhs.uk/conditions/stress-anxiety-depression/student-mental-health/

Why join a trade union?

Are you studying as healthcare student? If so, UNISON is the best union for you. Nearly half a million UNISON members work in health care in the NHS and for organisations providing NHS services in all four countries of the UK.

So, what is a trade union? Well, it's a group of working people who have joined together to achieve better pay and working conditions and a safer working environment. That is UNISON, 1.3 million people coming together to benefit from the strength and security that their membership gives them.

As a member of UNISON, you will get:

- advice, support and help when you need it at work
- legal services for you at work and your family at home*

- financial assistance and debt advice in times of need
- our helpline is open until midnight
- compensation for accidents and injuries at work
- a range of exclusive member discounts that can save you and your family money when you are shopping, buying insurance or looking for a holiday
- education, training and support

Join online today at joinunison.org

Keep in touch

If you want to keep up to date with what we are doing or you want to get involved and help us make a difference, follow us on facebook and Twitter

 facebook.com/unisonhealth

 facebook.com/UNISONNurses

 [@unisonourNHS](https://twitter.com/unisonourNHS)

 [@unisontweets](https://twitter.com/unisontweets)

Also, bookmark unison.org.uk/healthstudent or call us on **0800 0 857 857** if you have specific queries.



* Terms and conditions apply



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