



UNISON NEWS

hello
Autumn

Norfolk Community Health Branch

OFFICIAL NEWSLETTER

UNISON NEWS – Norfolk Community Health

Issue 4 - Autumn 2025

~Let's Talk Menopause: Part 2~

Branch Chair, Melanie Ainsworth shares her story on **page 11**

Skydiving for a Cause

*She did it! Our Branch Secretary, Lesley Luscher, took on the challenge of a lifetime and jumped from 12,000 feet to raise funds for the incredible patients and staff at **NCH&C**.*

Thanks to the amazing generosity of our community, Lesley has raised **£1,295** for the NCH&C Charitable Fund!

This leap was about more than just a thrill; it was about supporting a cause close to Lesley's heart.

Since 1995, the NCH&C Charitable Fund has been a vital force, helping to enhance patient care, improve staff wellbeing, and empower patients and carers on their recovery journeys. As an NCH&C employee, Lesley has seen firsthand the tangible impact this funding has on the community.

Lesley shared, "I've witnessed the difference this funding makes in the lives of our patients and the dedicated staff who care for them. It's a truly amazing feeling to know our efforts will



contribute to such a meaningful cause. I am incredibly grateful for every single donation and every word of encouragement. Your support made this challenge possible, and your generosity will make a real difference to those who need it most."

A heartfelt thank you from Lesley for all your kindness.



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- Meet the Team: Spotlight on Justin
- Year of Green Activity 2026
- What we learned from Labour conference
- UNISON College: Learning Opportunities
- How to spot fake news
- Secretary's Report
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**Become a
steward**

- Support members with workplace concerns
- Campaign for better working conditions
- Raise member issues with the employer
- Receive training and support via the branch
- Contact the branch for further information

Inside UNISON News

Autumn 2025 Edition

Cover Image: Branch Secretary, Lesley Luscher jumping from 12,000 feet.

**NCH UNISON News – Issue 4,
Autumn 2025**



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Community Health Branch**

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.site/](https://norfolkcommunityhealth.unison.site/)

Branch Update from Union Branch Secretary Lesley Luscher



I recently had the opportunity to spend a day shadowing a community nurse in Norwich, and I was genuinely impressed by the level of organisation required to prepare for the following day's work. I accompanied the nurse on all visits and attended the team handover, gaining valuable insight into the structure and coordination of the community team. Although the staff member noted that her ledger was unusually well-balanced that day, it was clear that factors such as weather and patient complexity can significantly impact the workload. The experience was a real eye-opener, and I am keen to arrange a similar visit in another area, such as Dereham, to compare practices and challenges across teams.

**General Secretary nominations ballot opens
Tuesday 28th October 2025.**

I ENCOURAGE ALL MEMBERS TO PARTICIPATE.

I also visited Beech Ward in Norwich, where I was warmly welcomed by staff, as is always the case wherever I attend. During the visit, I received constructive feedback on what is working well and areas for improvement, which I have since shared with the relevant committee groups.

You may have seen recent updates via UNISON newsfeeds and social media regarding the General Secretary nominations. This is a vital role, representing UNISON in the media, with other unions, employers, and in Parliament. The ballot opens on **Tuesday 28th October 2025** and closes on **Tuesday 25th November 2025**, with results announced on **Wednesday 17th December 2025**. I encourage all members to participate in the ballot — please don't set it aside and forget to post it. Regionally and locally, Christina McAnea received the majority vote.

I would also like to extend my sincere thanks to our local stewards who continue to support members through challenging times at work. Your dedication and commitment are invaluable in ensuring our members receive the support they need.

Finally, I want to remind all branch members of the importance of contacting me as soon as possible if you are invited to attend a formal meeting in your workplace. With over 200 employers across our branch, capacity is limited, and late referrals may mean we are unable to guarantee representation. Please don't hesitate to reach out for advice or support, you have the right to be accompanied at formal meetings, and it's important to exercise that right from the outset.

Lesley

CONTACT: 'Norfolk Community Health Branch'

Secretary Mrs Lesley Luscher

**Union Office, Norwich Community Hospital,
Bowthorpe Road, Norwich, NR2 3TU**

Telephone 07766 114767

Moved house, changed your name or started a new job?

Remember to update your membership details

Update your details online: [Unison.org.uk/my-unison](https://unison.org.uk/my-unison)



Meet the Team: Spotlight on Justin

Each issue we put the spotlight on a member of our Unison team. This issue we are proud to introduce our dedicated LGBTQ+ Officer who plays a vital role in supporting and representing our members across the workplace. If you would like to connect, share your ideas or learn more about LGBTQ+ support, please do not hesitate to reach out!



Hi, I'm Justin!

I work as the **Administrative Assistant** on the Willow Therapy Unit within **Norfolk Community Health and Care NHS trust**.

Care and compassion are at the heart of everything that I do.

Beyond my day-to-day role, I am very proud to be the LGBTQ+ representative for **Unison Norfolk Community Health branch**.

I believe that every voice deserves to be heard and valued. I honour this by advocating for inclusivity and equality across our community.

As a gay parent to a neurodiverse son, I bring both empathy and lived experience which helps me to create a supportive and inclusive space for members in the workplace.

Thanks for reading!

Justin

Justin.poll-drane@nchc.nhs.uk

Next Issue...

Curious about the people working behind the scenes in our branch? In the next edition of *Unison News*, we'll introduce you to another fantastic member of our team. Who will it be? Stay tuned to find out!

UNISON's Year of Green Activity: Building a Greener NHS Together

At this year's UNISON Health Conference, delegates were reminded of the urgent need to tackle climate change—and the vital role our NHS must play in that mission.

Tanya Pretswell, Chair of the Health Service Group Executive, moved a powerful motion titled "Maintaining Our Commitment to a Greener NHS". She highlighted the widespread challenges we face: outdated equipment, crumbling buildings, food waste, and the lack of affordable green transport options for staff.

"The climate crisis is accelerating," Tanya said. "Its impacts are felt most by those who are poor and from the most marginalised and oppressed groups in society."

The motion calls on UNISON to:

- Engage with NHS decarbonisation efforts
- Support branches in involving activists
- Provide resources and training for local organising

UNISON has announced that **2026 will be the Year of Green Activity**—a union-wide initiative to raise awareness, drive action, and support members in making their workplaces more sustainable. From pollution and extreme weather to rising energy costs, climate change affects us all. UNISON members across health, education, local government, and emergency services are already feeling the strain—and we must act now.

How You Can Get Involved

Whether you're passionate about sustainability or just starting to explore the issues, there are many ways to take part:

- Organise or join local green activities
- Support workplace campaigns for greener practices
- Consider becoming a **Green Rep** or **Branch Environment Officer** (training is available!)

Visit the Green UNISON webpages to access resources and start preparing for 2026.

UNISON Members Shine in London Half Marathon for Cancer

Two dedicated UNISON members, Nikki Goble and Martin Wickham, have gone the extra mile—literally—for a cause close to many hearts.

On a crisp September Saturday evening (20/09/25), the pair, and their son, Nathan, proudly completed the Cancer Research UK Shine Walk Half Marathon in London, raising over **£1,100** to support life-saving cancer research.



The Shine Walk, a night-time event that sees thousands of participants light up the streets of London in solidarity with those affected by cancer, was a powerful experience for Nikki, Martin and Nathan. Walking side by side through the city's iconic landmarks, they were driven by personal motivation and a shared commitment to making a difference.

Martin, our very own Communications Officer and Community Assistant Practitioner based in King's Lynn, and Nikki, a fellow UNISON member from Marham, trained together as part of the **Norfolk Midnight Navigators**—a local initiative promoting cancer awareness and fundraising through walking challenges. Their teamwork and determination paid off, not only in completing the 13.5-mile route but in surpassing their fundraising goal.

"We're incredibly proud to have taken part in the Shine Walk," said Martin. "It was emotional, inspiring, and a reminder of why we do what we do—not just in our jobs, but in our communities."

UNISON celebrates Nikki and Martin's achievement and thanks them for their outstanding contribution to Cancer Research UK. Their efforts are a shining example of solidarity, compassion, and the power of collective action.



Martin Wickham, Nikki Goble & Nathan Goble opposite the London Eye during the Shine Night Walk Half Marathon, September 2025

It's also not too late to donate: <https://fundraise.cancerresearchuk.org/team/norfolk-midnight-navigators-1>

Keep Your Details up to Date with My UNISON

Want to stay in the loop with news, updates, and support tailored to your role? Make sure your membership details are current!

The easiest way to do this is by registering with **My UNISON**. You'll need your membership number, which you can find:

- In your welcome pack
- On your membership card
- Or at the bottom of any email from UNISON

☒ **Update your details so we can keep you updated.**

 Visit my.unison.org.uk to register or log in today!

How to ... spot fake news

As new research shows that populist politicians are deliberately using misinformation, UNISON digital engagement manager Alison Charlton explores how to spot fake news.

In today's digital age, information is available 24/7. Social media platforms, news websites, and messaging apps like WhatsApp and Telegram offer a constant stream of updates, opinions,



and stories. But with this access comes a major challenge: the spread of **disinformation** and **fake news**.

We saw the impact of this during the UK riots last summer, and we're seeing it again in the US. A recent *Guardian* report highlights how far-right populists are significantly more likely to spread fake news on social media than politicians from mainstream or far-left parties. Amplifying misinformation has become a core strategy of the radical right.

So how can we protect ourselves from being misled?

Disinformation vs. Misinformation

- **Misinformation:** False information shared without intent to deceive.
- **Disinformation:** False or misleading information shared **deliberately** to deceive.

Disinformation can take many forms: fake reports, AI-generated images, or misleading headlines. During the COVID-19 pandemic, a conspiracy theory falsely linking 5G towers to the virus led to vandalism across the UK—showing how dangerous fake news can be.

☒ **Question the Source**

- Is it a reputable outlet like BBC, ITV, *The Guardian*, or *The Times*?
- Is the author credible?
- Is the URL suspicious?

☒ **Check the Date and Context**

Old stories can be recycled to mislead. Always check if the story is current and relevant.

☒ **Look for Evidence**

Bold claims without evidence are red flags. Look for quotes, data, or links to credible sources.

☒ **Use Fact-Checking Websites**

- FullFact.org
- FactCheck.org
- Reuters Fact Check
- Snopes.com

☒ **Watch for Confirmation Bias**

We're more likely to believe stories that align with our views. Disinformation exploits this—so stay critical.

☒ **Understand Social Media Algorithms**

Platforms like TikTok, X (formerly Twitter), and Facebook show you more of what you engage with. Avoid clicking or sharing sensational content just because it provokes a strong reaction.

Educate Others

If someone in your family keeps sharing questionable stories—especially on WhatsApp—don't ignore it. Ask them where they got the information and encourage them to verify before sharing.

Take Responsibility

By questioning sources, verifying facts, and being mindful of our biases, we can protect ourselves and others from the harmful effects of fake news.

Quick Checklist

- Know what disinformation is
- Check the source
- Check the date and context
- Look for evidence
- Use fact-checking websites
- Watch for confirmation bias
- Verify before sharing
- Educate others

Article by Alison Charlton, UNISON National Digital engagement Manager

Urgent appeal for Ukraine

With no end in sight to the war and winter setting in, UNISON is supporting an urgent fundraiser for the people of Ukraine.

As Russia continues its deadly attacks on Ukraine, temperatures are plummeting and a peace deal seems as far away as ever, UNISON is supporting an emergency fundraiser from the Ukraine Solidarity Campaign.

The union is urging branches and members to donate today to help supply essential aid to frontline workers, including winter clothing, medical trauma kits, heaters, and firefighting equipment.

Donations will also deliver a pick-up truck to the 10th Mining Rescue Squad in Donetsk Oblast, who lost vital equipment in recent Russian strikes.

If every UNISON branch donated just £10, it would make a massive difference.

Branches and members [can donate here](#) or direct to the Ukraine Solidarity Campaign's account: Co-operative Bank, sort code: 08 92 99, account no: 65440841, ref: Ukraine Aid

A climate of truth

Demetrios Matheou meets the campaigning author and academic Mike Berners-Lee, whose new book attempts a different approach in the battle to save the planet.

At a recent climate fringe event in Liverpool, author and sustainability expert **Mike Berners-Lee** delivered a stark warning: despite decades of climate conferences and government pledges, **global warming is accelerating**, not slowing.

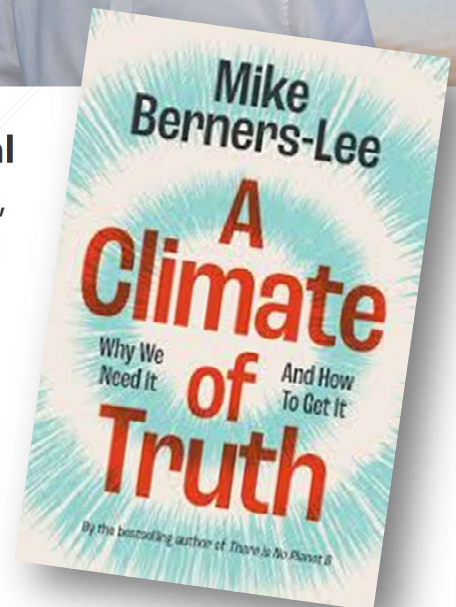
Berners-Lee, author of *There Is No Planet B* and *How Bad Are Bananas?*, argues that the problem isn't technical—it's **political will and dishonesty**. His latest book, *A Climate of Truth*, calls for a societal "system reset" where truth and accountability become non-negotiable.

He criticizes the **COP climate conferences** for failing to curb emissions, noting that fossil fuel interests have consistently undermined progress. "We are literally getting nowhere at a global level," he says, pointing out that both fossil fuel and renewable energy supplies have grown—without reducing carbon output.

Berners-Lee believes **trade unions like UNISON** play a vital role in demanding ethical standards, from pension fund divestment to genuine green action plans. He praises unions as "empathetic people coming together to insist on standards and values for the common good."

His message is clear: **truth and kindness must guide leadership** if humanity is to navigate the climate polycrisis. "We haven't got room for anyone in the system to be misleading," he warns. "One lie and you're out."

The book, A Climate of Truth is published by Cambridge University Press and is available to purchase for £14.99.





Menopause

– it's a workplace issue,
so it's a UNISON issue





Let's talk Menopause My Warts-and-all story....

By Norfolk Community Health Chair, Melanie Ainsworth



Newsletter Draft: Proofread & Polished

I was asked to proofread the last newsletter. I don't expect Martin will ask me again! For those of you who might have tried to contact me and had your email bounce back—it wasn't a deliberate attempt at ghosting. I temporarily forgot my new email address (which I've actually had for about four years!). For future reference, it's melanie.ainsworth2@nchc.nhs.uk Feel free to drop me a line—or even better, invite yourself over for a drink and a chat, especially if menopause matters are getting to you.

This month I only missed one meeting. I nearly missed another important Unison one, but thankfully our wonderful branch secretary Lesley messaged me with “where are you?” At that exact moment, I was enjoying lunch at Tuddenham Lodge—a very tasty flatbread with avocado, halloumi, hot honey, and salad. Delicious!

I was actually supposed to be at an extraordinary Regional Health meeting. I had to fess up to the friend I was out with, ask them to drive me home, and log on while bouncing along like the nodding Churchill dog on your granny's back dashboard. Despite the bumpy ride, it all went okay. This is typical of my life: I'll put something in my diary, then verbally agree to another thing—confident I'm not on night duty—without actually checking. Lots of good intentions... but memory to follow through? Poofff! Can anyone relate?

So, we all know about the memory problems. Now, let's talk about urinary problems (cue more nodding heads—yes, Churchill dog again!). The crude phrase “p***ing myself laughing” takes on a whole new meaning. As a younger woman, I remember a colleague who sometimes smelled of urine. I assumed it was a spill from patients. After (tactlessly) mentioning it once and seeing her burst into tears, I began to realise what childbirth and menopause had in store for me.

The first time it happened to me, I was at work. I had the urge to go but was mid-drug round, so I pushed it aside. Hours later, when I finally had to move, every step towards the loo felt like a battle: legs pressed together, smiling through the grimace, leaking with each step but too scared to run in case it all gave way. In that moment, I remembered my old colleague—and my thoughtless remark. Now I was the one who smelled of urine. Thankfully, I had a great male manager at the time. When I told him what had happened, he calmly let me go home and change—completely unfazed (though I suspect my blunt honesty in the middle of a ward round meeting with the consultant might have had something to do with that!).

Years later, I got help from incontinence advisor Nikki Lyon—an excellent nurse who taught me pelvic floor exercises, drinks to avoid, and techniques to manage urge incontinence. Things have improved, though I'll admit a big sneeze still has me crouching down like Holly Willoughby on occasion!

Our Trust has brilliant continence teams. I'd recommend a referral if you need support—they've seen everything from weakened bladders to atrophied vaginas, so there's no need to feel embarrassed.

As for me, I juggle night duty (which I actually prefer) with IBS, urge incontinence, anxiety, brain fog, insomnia, and fatigue. I count myself lucky to have been married for 40 years—I don't think I'd stand much chance "pulling" these days with that mixed bag of symptoms. That said, apparently some men pay a fortune for soiled underwear—so maybe I've been sitting on a goldmine all this time! The things we nurses discuss during night shifts...

Most importantly—talk. Talk about menopause, talk about the challenges, and help others to understand and support you.

Mel x

PS We now have a Menopause section on the branch website where you can read all our articles in one place, be sure to check it out!

What does UNISON do?

As the union of a million women in public services, we take the menopause seriously. It's a workplace issue – nearly 8 out of 10 menopausal women are in work.

UNISON campaigns to help employers understand the effects of the menopause. While everyone experiences it differently, 45% of women say their symptoms have had a negative impact on their work.

Our trained reps negotiate practical policies with employers to keep you healthy and safe, promote the benefits of a supportive and flexible environment, and help to protect you from discrimination.

UNISON calls for meaningful workplace support for anyone experiencing the menopause. Younger women can experience symptoms too through early menopause, or medical or surgical menopause. Trans people, including non-binary people, can also experience the menopause.

What can I do?

The menopause is an issue for everyone who cares about fairness in the workplace, not only those who experience it directly.

- Speak to your colleagues about what would make your workplace more supportive of those experiencing the menopause, from smaller practical adjustments to wider cultural change. Feed your ideas back to your UNISON rep who can help to take them forward with your employer.
- Ask your regional education team about our popular member learning courses and activist workshops. Find out more at learning.unison.org.uk
- Get involved in a range of other UNISON campaigns on issues that particularly affect women, including sexual harassment and the gender pay gap. Find out more at unison.org.uk/women

Not in UNISON yet?

Join 1.3 million public service workers today at joinunison.org, or call **0800 171 2194**.

What is UNISON College?

UNISON College is your gateway to learning, development, and empowerment—offering training and education opportunities for all members across the union.

Whether you're looking to boost your confidence, learn new skills, or grow as an activist, UNISON College has something for you. With over **1,000 courses, workshops, webinars, and events**, you can explore topics like:

- Excel and spreadsheets
- Interview preparation
- Financial wellbeing
- Mindfulness and stress management
- And much more!



Learning That Fits Your Life

Courses are delivered in a variety of formats—**in-person, online, blended, and self-study**—and take place in regional offices, workplaces, learning centres, or online. They're run by UNISON staff or trusted external providers.

Open to All Members

Your regional learning team organises local opportunities, and you can also access national courses open to members and activists across the UK.

Ready to learn something new?

Visit learning.unison.org.uk/member-learning to explore what's on offer.

UNISON Knowledge Base: Your Go-To for Trusted Information

Need reliable advice on your rights at work or support with everyday issues? The **UNISON Knowledge Base** is packed with up-to-date, legally checked information on employment rights and key topics affecting you at work and at home.

 Whether you're looking for guidance on contracts, pay, leave, or workplace safety, it's all just a click away.

 Visit: unison.org.uk/get-help/knowledge

Or speak to your local branch rep for more support.

5 things we learned from Labour's conference



Labour's annual get together has drawn to a close in Liverpool. It got plenty of media attention. But how was it for UNISON? Scan the QR to read the whole story.

1. UNISON made sure Palestine was at the heart of the conference

"On the news every night, we see the Palestinians of Gaza suffering famine, death and destruction. And yes, genocide too. We can't continue to watch from the sidelines in horror," said general secretary Christina McAnea as she moved an emergency debate at the start of the conference.

2. A major UNISON win even before conference started

A UNISON motion on insourcing and public sector subsidiary companies – also known as subcos – forced NHS England to announce the end to the NHS subco expansion. Who said conferences were just a lot of hot air.

3. We made sure a National Care Service wasn't forgotten – and got namechecked by Wes Streeting

We have always said that we cannot build a national care service unless we value and protect the people who will make it possible.

The fair pay agreement that UNISON has campaigned for would be a 'game changer' said the union's Pam Sian moving a motion on staffing adult social care.

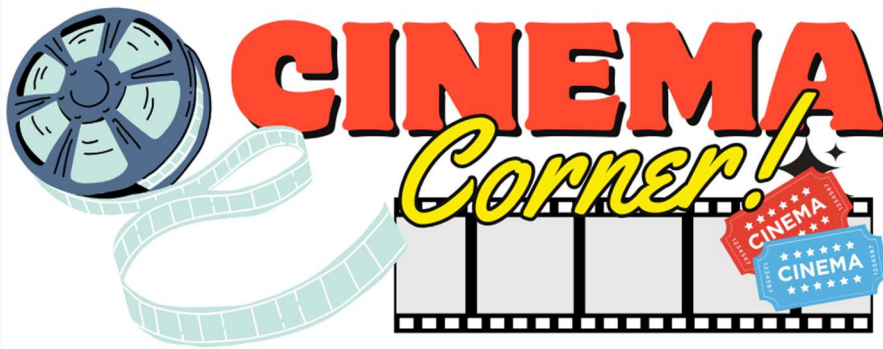
And in his speech to conference, secretary of state for health Wes Streeting said: "Let's also be clear about how this change [a fair pay agreement in care] has come about. UNISON and GMB, who stood up for care workers when no one else would. Friends, you can go back to your members and tell them with pride that this is the difference that Labour unions make in government."

4. Talk of a wealth tax won't go away

The chancellor's speech to conference got a mixed response from UNISON with praise for Rachel Reeves reassuring words on the package of employment rights that's about to transform the lives of at least a million working people. But a lack of a wealth tax got a decidedly more lukewarm response.

5. Taking the fight to Reform went down well

The Prime Minister's speech to conference was widely covered in the media, mainly for how Keir Starmer called out Nigel Farage, Reform and the far right. But general secretary Christina McAnea also wants to see his government put the same effort into rebuilding public services.



***I SWEAR* (2025)**

Release Date: 10 October 2025 (UK Cinemas)

Genre: Biographical Comedy-Drama

Director: Kirk Jones (*Waking Ned*, *Nanny McPhee*)

Starring: Robert Aramayo, Maxine Peake, Shirley Henderson, Peter Mullan

What's It About?

Based on the true story of **John Davidson MBE**, *I SWEAR* follows his journey growing up with **Tourette syndrome** in 1980s Scotland — a time when the condition was barely understood. From being a promising young footballer to becoming a misunderstood outcast, John's life takes a turn when he decides to educate the world about his condition.

The film opens with a bold moment: John receiving an MBE from the Queen — and involuntarily shouting "F*** the Queen!" — setting the tone for a story that's **funny, raw, and deeply human**. [\[I Swear fi...ut the ...\]](#)

Why It's a Must-Watch

- **Robert Aramayo** delivers a career-defining performance as John Davidson. [\[I Swear'...owdpleaser\]](#)
- Balances **humour and heartbreak** with grace, never mocking the condition but showing its reality. [\[I Swear re...ly moving'\]](#)
- Features **real Tourette's actors** in key scenes, adding authenticity. [\[I Swear re...ly moving'\]](#)
- Critics call it "sweet, funny, and unusually moving" and "a classic Brit crowdpleaser". [\[I Swear'...owdpleaser\]](#), [\[I Swear re...ly moving'\]](#)



GET LEARNING WITH UNISON

Does that promotion look a million miles away because you're stuck in a rut at work?

Do you want to give your confidence a boost?

Are you interested in learning new stuff?

Well, what are you waiting for?

Now is the time to get learning with UNISON.

We have a range of opportunities for members, ranging from short workshops and one day courses, to 12 weeks on our award-winning Return to Learn and Women's Lives courses.

All our free courses aim to build your confidence and give you a range of skills and knowledge to help you, not only at work, but outside too.

So, whether it's stress management, assertiveness, improving your reading and writing skills, or continuing professional development to get you that promotion at work, UNISON has it covered.

Or maybe you are interested in studying for that qualification you never got when you were younger through a non-UNISON course?

As a UNISON member, you can often get discounts on courses from many different organisations and our learning grants can also help towards the cost of these courses as well as the cost of text books and exam fees.

Get learning with UNISON

Interested?

A good place to start is by speaking to the union learning rep in your UNISON branch who can point you towards learning opportunities. They can also organise informal learning in your workplace and speak to your employer about providing high quality training for staff.

You can also go to **learning.unison.org.uk** where you will find loads of information about what's on offer and how to access it – including study with the Open University or the Workers' Educational Association. It doesn't matter if you are studying full time or part time, on line or face to face – you'll find useful information on our website.

Not in UNISON? Join today at **join.unison.org.uk** or call us free on **0800 0 857 857**.



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National Conferences



- **National Retired Members' Conference**
 7–8 October 2025
 Brighton
- **National Police, Probation and CAFCASS Conference**
 9–10 October 2025
 Brighton
- **National Disabled Members' Conference**
 25–27 October 2025
 ACC Liverpool
- **National LGBT+ Conference**
 21–23 November 2025
 Edinburgh International Conference Centre
- **National Young Members Conference**
 28–30 November 2025
 Brighton

Equality & Network Events

- **HE & FE Branch Seminar**
 4–5 November 2025
 Radisson Hotel, York

Branch Meetings

- **October Branch Meeting**
 23 October 2025 9am
 MS Teams
- **November Branch Meeting**
 27 November 2025 9am
 MS Teams

Organising Space

Organising Space is a secure, supportive online platform created to empower UNISON's activist and organising communities.

We understand that organising can sometimes feel challenging or disheartening. That's why UNISON developed Organising Space—to help build stronger connections, share knowledge, and learn from each other's experiences.

This dynamic space enables members to:

- Share innovative and creative content
- Engage in meaningful discussions
- Ask questions and get advice from experts
- Find encouragement and support from fellow activists

Whether you're looking for inspiration, collaboration, or practical tools, Organising Space is designed to be flexible, interactive, and responsive to your needs.

 **Join the community:** www.organisingspace.unison.org.uk

UNISON Welfare – There for You

We understand that life can bring unexpected challenges—both at home and at work. That's why **UNISON's There for You** service is here: to offer **confidential advice and support** exclusively for members and their dependents.

Whether you need practical help or just someone to talk to, our professional staff and trained Branch Welfare Officers are ready to support you.

Who Can Access Support?

- Current UNISON members
- Partners and immediate dependents of members
- Partners of deceased members may also apply

If you're unsure about your eligibility, contact: 

Carol Ring, Branch Welfare Officer –

lgbranch@sheffunison.org.uk

 **There for You** – 020 7121 5620

 thereforyou@unison.co.uk



What Support Is Available?

- **Financial assistance** tailored to a range of circumstances

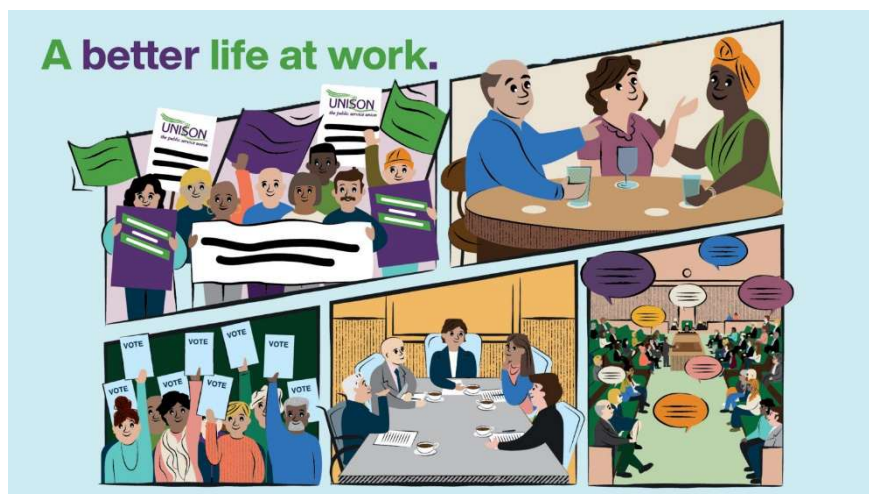
- **Debt advice** – call 0800 389 3302 for immediate help
- **Wellbeing breaks** – for recovery after illness or hardship
- **Information and practical support** on a wide range of issues

All services are **completely confidential**.

UNISON Employment Rights Bill – a better life at work

*UNISON has welcomed the new **Employment Rights Bill**, a landmark step forward for working people across the UK.*

This legislation introduces long-overdue protections and improvements to working conditions, especially for those in public service roles.



Key Highlights:

- **Ban on zero-hours contracts** that exploit workers
- **End to 'fire and rehire' tactics** used to cut pay and conditions
- **Stronger parental leave rights** and protections
- **Unfair dismissal protection from day one** of employment
- **Improved facility time** for union reps
- **New collective bargaining bodies** for care workers and school support staff
- **Greater freedom for union activity** in the workplace

The bill will be rolled out in phases from **2025 to 2027**, with consultations already underway. UNISON continues to play a leading role in shaping and monitoring these changes to ensure they deliver real improvements for members.

🚩 *"This is the most significant employment rights legislation in decades," says UNISON's head of policy. "It's exactly what our members have been calling for."*

Thank You

As we close this edition, we want to express our deepest gratitude to all our healthcare colleagues. Your compassion, resilience, and dedication continue to inspire and uplift our communities every single day.

Thank you for the care you provide, the challenges you overcome, and the strength you show in every shift. We're proud to stand with you and support the incredible work you do.

We look forward to sharing more updates, resources, and stories in the next issue. Until then, take care—and thank you for being the heart of our service.

Together, we care. Together, we're stronger. In Unison.

Stay Connected with Us

 **Facebook**

facebook.com/NorfolkCommunityHealth

 **Twitter (X)**

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

 **Branch Info Page**

[UNISON Branch Finder – Norfolk Community Health](#)

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Secretary Mrs Lesley Luscher

Union Office, Norwich Community Hospital,

Bowthorpe Road, Norwich, NR2 3TU

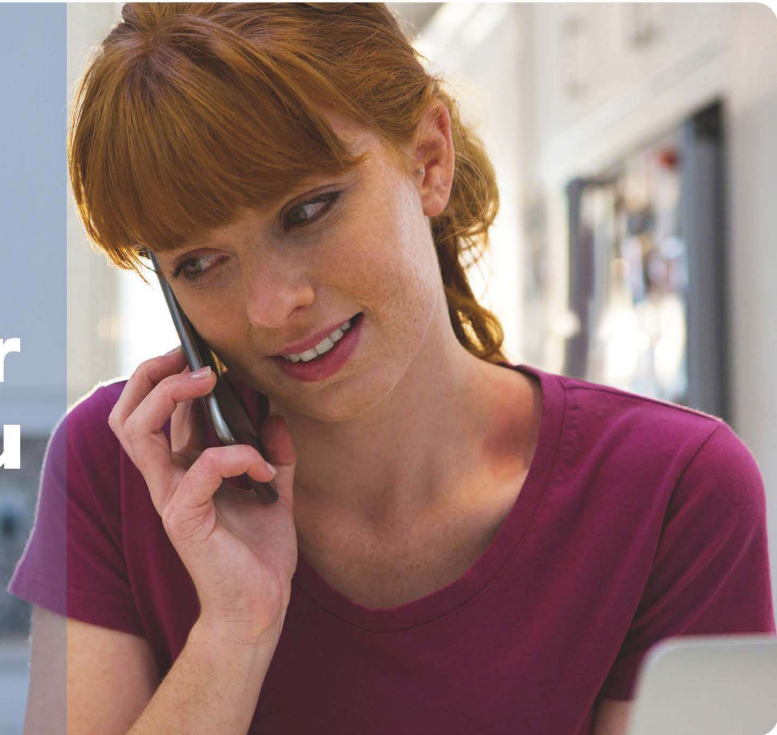
Telephone 07766 114767

See you in the Winter!

That's all for this edition—thank you for reading and staying connected with your UNISON Norfolk Community Health Branch.

We'll be back with our **Winter issue in December 2025**, bringing you more updates, support, and stories from across our healthcare community.

Peace of mind is closer than you think



Debt can feel stressful, overwhelming and all-consuming

Turn to UNISON Debtline, a confidential debt advice service run by our trusted partners, PayPlan

UNISON Debtline can offer:

- immediate advice
- a free and confidential service with no hidden charges
- a personal case officer to advise you and negotiate with your creditors
- a debt plan to suit your circumstances, with a single, affordable monthly repayment

PayPlan and UNISON's charity There for You work together to ensure you get all the financial support you're entitled to.

UNISON trusts PayPlan, so you can too



Help with debt is just one of the many benefits of joining UNISON.

Join now at joinunison.org or call 0800 171 2194

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Top 10 reasons to be in UNISON

Not a member yet?
Join today at
join.unison.org.uk



Your friend at work

More workplace reps than any other union giving you trusted advice and support.



You get the best legal team

An award-winning legal team offering individual support.



We really are There for You

Our unique charity supports members when times are tough.



Professional registration

If a complaint is made against you, we can provide expert support.



Our campaigns make changes happen

From helping to green our workplaces to speaking up for our public service champions – if you want to make the world a better place, join us!



Helping you learn and grow

Courses, short workshops and bursaries to help you develop.



Great money- saving deals

Our UNISON Living benefits include savings plans and money-off deals.



Don't lie awake worrying

Call our helpline free 0800 0 857 857 – open from 6am till midnight on weeknights and 9 to 4 on Saturdays.



Compensation if you are injured

We support members in claims for accidents or assaults at work.



You're one in a million!

We've got your back. With more than 1.3million members, we're stronger in UNISON.

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