



# Newsletter



SPRING

Working Together for a Fairer Future

Issue 8 - April 2026



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Inflation may be cooling, but our bills are not. As of April 1<sup>st</sup>, the 3.3% pay offer on the table simply does not close the gap of austerity.



## EARTH DAY

### Green UNISON

April 22<sup>nd</sup> is Earth Day, we are taking the fight for the planet into the workplace as part of UNISON's 2026 Year of Green Activity.

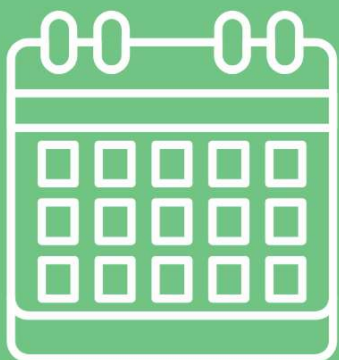


## YOUR RIGHTS

### New Rights from Day One

April marks a massive shift in employment law. It's up to us to ensure no member is left behind.





# **EMERGENCY GENERAL MEETING**

**Wednesday 1<sup>st</sup> July 2026  
MS Teams 3.30pm**

On **1st April**, Norfolk Community Health and Care Trust is merging with Cambridge Community Services to become the **East of England Community Health and Care NHS Trust**.

## **Our New Branch**

On **1st July**, we officially welcome our colleagues from Cambridge to form our new branch:

**East of England Community Health UNISON**

Join us to formally elect our new branch officers and representatives.

Your Voice. Your Union. Your Future.

Published by the **UNISON Norfolk  
Community Health Branch**

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

**Your Newsletter. Your Voice. Your Union. Your Future.**

## **A Message from your UNISON Branch Leadership Team – April 2026**

Welcome to the April edition of *our branch newsletter*.

As we enter the new financial year, we know that many of you are feeling a mix of frustration and fatigue. Whether it's the "new" pay award that doesn't quite cover the weekly shop, or the constant pressure of understaffing, the cost of fuel remains significant.

But as your leadership team, we want to remind you of one thing: **You are not facing this alone.**

This month, we are focusing on **visibility**.

From our launch of the *Year of Green Activity* to our push for "Day One" employment rights, we are proving that UNISON isn't just a certificate in your drawer—it is a living, breathing force in our workplace.

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We've spent the last month meeting with management to ensure that the new statutory sick pay rules are applied fairly and immediately. We've also been listening to your concerns about workload. Your stories are what we take to the negotiating table. They are the evidence we use to demand better.

**Our ask of you this month is simple:** Be visible too. Wear your UNISON lanyard, or simply check in on a colleague who isn't a member yet. Our power to negotiate better pay and safer conditions depends entirely on the size of our "Yes" vote.

Thank you for everything you do for our community. Let's make this a month of action and progress.

In solidarity,

**Your Branch Leadership Team** [eec.unison@nhs.net](mailto:eec.unison@nhs.net)

## NCH&C and CCS Merger Update

*The plan to merge **Norfolk Community Health and Care (NCH&C)** with **Cambridgeshire Community Services (CCS)** is accelerating. As of March 2026, the Full Business Case is being finalised for a legal launch.*

- **The Goal:** To create a specialist "super-trust" for community care across the region.
- **The UNISON Stance:** Our priority is **TUPE protection**. We are working to ensure that no member sees a detriment to their terms, conditions, or pension during this transition. We are also pushing for "harmonisation" to ensure pay parity across the new, larger trust.
- **Action for Members:** Attend the next Branch Meeting on **April 23rd** to hear the latest on how this merger will affect your specific team.

This also means that our Branch will be merging with CCS Unison to form a new branch. As a result of this an EGM will be held on **1<sup>st</sup> July 2026**.

## NHS Norfolk and Suffolk ICB Launches April 1st

*The current **Norfolk and Waveney Integrated Care Board (ICB)** is legally dissolving on March 31st. On **April 1st, 2026**, the new **NHS Norfolk and Suffolk ICB** officially take over.*

- **Why it matters:** This merger is designed to "reduce running costs by 50%," which often translates to pressure on frontline services and community health funding. It also means the redundancy of many of our members.
- **Our Focus:** We are supporting many members through their redundancy as well as watching the budget closely to ensure community health isn't the "poor relation" to big acute hospitals in the new regional budget. We will be lobbying the new Board to prioritise community-based mental health and rehabilitation services.

# URGENT: The future of your branch depends on you – July EGM

*We recently held our Annual General Meeting (AGM), but we hit a major roadblock: **the meeting was not quorate**. Because not enough members attended, we were unable to formally elect the leadership team or pass the motions required to represent you. We cannot let this happen again.*

## A New Chapter: The Branch Merger

As our NHS Trusts merge, we are in the process of **forming a brand-new UNISON branch (East of England Community Health Branch)**. This is a pivotal moment for all staff at Norfolk Community Health and Care. This new branch will be the primary body negotiating your terms, conditions, and safety within the new Trust structure.

If we cannot reach a quorum at our upcoming **Emergency General Meeting (EGM)**, we risk entering this merger without a democratically elected committee to fight for your interests. We need your attendance to ensure the new branch is legally recognised and ready to work for you from Day One.

## No Travel Required – Join via MS Teams

We understand that everyone is busy and mindful of travel and fuel costs. To make attendance as easy as possible, **this meeting will be held strictly via Microsoft Teams**. You can join from your desk, your car, or your home—no travelling involved.

- **Date:** Wednesday 1st July 2026
- **Time:** 3.30pm
- **Location:** Microsoft Teams (Invitation link to follow)

## Why Your Time Matters:

- **A Seat at the Table:** We need an elected body to negotiate how the merger affects your specific role, mileage, and pay.

- **Democratic Legitimacy:** We cannot form the new branch structure without a valid vote from the membership.
- **Strength in Numbers:** Management needs to see that we are a unified, active group as we transition into this new organisation.

**Our branch is only as strong as its members.** Please attend the meeting and help us reach the quorum so we can get back to the work that matters—supporting you.

**In solidarity,**

***Your Branch Committee***

## Nominations Open! Celebrating Norfolk's Activists

*UNISON Eastern has announced two new awards for the **2026 One Weekend** (taking place in May). This is a chance to get our branch on the map!*

- **New Categories:** "Social Care Active Member of the Year" and "Green Activist of the Year."
- **Why nominate?** Our community health staff have been at the forefront of the "Year of Green Activity." If you know a steward or a member who has gone above and beyond—whether it's fighting for better PPE or organizing a local green initiative—nominate them by **April 10th**.

## Your Pay, Your Say – Don't Leave It to Chance

*Inflation may be cooling, but our bills aren't.*

As of April 1st, the 3.3% offer on the table for our NHS members—and the ongoing negotiations for Local Government—simply don't close the gap left by years of austerity. We aren't just asking for a raise; we are asking for the resources to stay in the jobs we love.

**Action Required:** We need every member to update their contact details on **MyUNISON** today. A formal ballot is approaching, and we cannot win without a massive turnout. Check your email, talk to your colleagues, and if they aren't in the union yet—get them to join before the deadline.



# Green UNISON: EARTH DAY 2026: Small Steps, Big Impact

*April 22nd is Earth Day, and as part of UNISON's **2026 Year of Green Activity**, we are taking the fight for the planet into the workplace.*

Climate change isn't just a global issue; it's a health and safety issue, a commute issue, and a cost-of-living issue.

**Action Required:** We are looking for **Green Reps** in every department. You don't need to be an expert—you just need to care about making our workplace more sustainable. Whether it's improving recycling, pushing for better insulation, or securing EV charging points, your voice matters. **Email the branch office today** to find out how you can become a Green Environment Officer.

Find out more about the 2026 UNISON Year of Green Activity: [www.unison.org.uk/2026-unison-year-of-green-activity/](http://www.unison.org.uk/2026-unison-year-of-green-activity/)

Download the events calendar: <https://unsn.uk/3X0tTmV>

Check out the UNISON events page to see what you can already book: [www.unison.org.uk/events/](http://www.unison.org.uk/events/)

## Know Your Rights: New for April

### *Sick Pay & Parental Rights – What's Changed?*

This April marks a massive shift in employment law. From 'Day One' sick pay to enhanced parental rights, the rules of the game have changed in our Favour. But these rights are only as strong as our ability to enforce them. Management won't always volunteer this information—it's up to us to ensure no member is left behind.

**Action Required:** Download our '**Know Your Rights 2026**' digital flyer from the branch website and post it on your staff noticeboard. If you think your department isn't following the new statutory guidelines on sick pay or flexible working, **contact your local steward immediately**. We are here to ensure you get every penny and every hour you are entitled to.

# Your April Jargon Buster

*Untangling the new rules and union terms.*

## 1. Day One Rights

Historically, you had to work for an employer for months (or even years) to qualify for certain benefits.

- **As of April 6:** "Day One" means these protections apply from the **very first minute** you start your job. You no longer need a "qualifying period" of service for things like Paternity Leave or Statutory Sick Pay.

## 2. SSP (Statutory Sick Pay) Reform

The "safety net" for when you are too unwell to work has been upgraded:

- **The Waiting Period:** Previously, you weren't paid for the first 3 days you were off (the "waiting days"). **These are now gone.** You are entitled to SSP from **Day 1** of your absence.
- **Lower Earnings Limit (LEL):** In the past, if you earned less than a certain amount, you got £0 sick pay. The LEL has been **abolished**. Even our lowest-paid and part-time members now qualify for sick pay.

## 3. The Fair Work Agency (FWA)

Think of this as a new "Workplace Police Force."

- Launched this month, the FWA combines several old departments into one powerful body. They have the power to **fine employers** who fail to pay the Minimum Wage, withhold holiday pay, or ignore the new sick pay rules. UNISON sits on their advisory board to ensure they stay focused on protecting you.

## 4. Protected Disclosure (Whistleblowing)

If you report something illegal or dangerous at work, you are a "whistleblower."

- **What's New:** Reporting **sexual harassment** is now officially a "Protected Disclosure." This gives you much stronger legal protection against being treated unfairly or sacked for speaking up.

## 5. Green Rep (Environmental Officer)

A newer role within our branch as part of UNISON's **Year of Green Activity**.

- A Green Rep isn't a scientist; they are a member who works with management to negotiate "Green" changes—like better workplace temperatures, EV charging for staff, or swapping out toxic cleaning chemicals.

## 6. Agenda for Change (AfC)

If you work in the NHS, this is the name of your **pay and grading system**. When we talk about "AfC negotiations," we're talking about the national battle to fix your pay scales and ensure fair bandings.



### Pro-Tip for Members

"Management might tell you their 'policy' hasn't updated yet. **Statutory Law overrides Company Policy**. If you're off sick this April and they try to apply 'waiting days,' they are breaking the law. Contact your steward."

# Going Green for Conference Season 2026

As part of UNISON's **Year of Green Activity**, we are changing how we handle conference materials to reduce our environmental footprint.

 **No More Default Paper Packs** Starting with the 2026 conference season, printed information packs will no longer be provided as standard.

- **Prefer Paper?** You must "opt-in" via the **Online Conference System (OCS)**.
- **Need Adjustments?** For accessibility or reasonable adjustments, please email [conferences@unison.co.uk](mailto:conferences@unison.co.uk).

 **The UNISON Conference App is Back!** Following its success in the official app is now available on the **App Store** and **Google Play**. It puts you need in your pocket, including:

- Live timetables and maps.
- Speaker details and fringe event info.
- Real-time updates so you're always in the driving seat.

**Help us cut waste without cutting corners—download the app today!**

 **HOW-TO: Manage Your Conference Materials**

*Follow these steps to opt-in for paper or go digital for 2026.*

## Option A: Going Digital (Recommended)

1. **Download:** Search for "UNISON Conference" on the **App Store** (iPhone) or **Google Play** (Android).
2. **Log In:** Use your UNISON membership number to access your specific conference.
3. **Explore:** Your maps, timetables, and motions will update automatically—no paper required!
- 4.

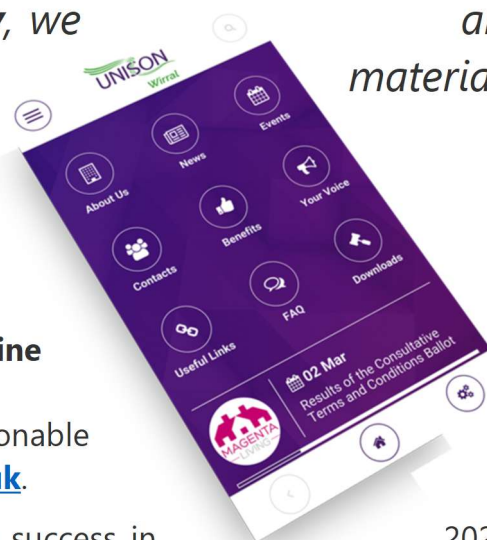
**Option B: Opt-In for a Hard Copy (Paper)** If you require a physical information pack, you must manually request one **before the deadline** (e.g., May 4th for Local Government Conference).

1. Log in to [MyUNISON](https://myunison.co.uk) and click the **OCS (Online Conference System)** icon.
2. Select your registered conference from the list.
3. Go to the **'Extras'** or **'Services'** screen.
4. Find the **"Hard Copy Documents"** option and ensure it is set to **Opt-In**.
5. **Save** your changes.
- 6.

**Option C: Reasonable Adjustments** If you need materials in a specific format (Large Print, Braille, etc.) for accessibility:

-  **Email:** [conferences@unison.co.uk](mailto:conferences@unison.co.uk)

Include your **Membership Number** and the name of the **Conference** you are attending.



are materials

2025, everything

***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)***

## **"Know Your Rights" April Quiz**

Test your knowledge on the new workplace laws and UNISON's current campaigns! Answers: Page 35

**1. As of April 2026, when does your entitlement to Statutory Sick Pay (SSP) begin if you are unwell?**

- A) After 3 "waiting days"
- B) After your first week
- C) From Day 1 of your absence

**2. What is the "Year of Green Activity"?**

- A) A plan to paint all branch offices green
- B) UNISON's 2026 campaign for workplace sustainability and climate justice
- C) A new type of gardening leave

**3. True or False: You must work for an employer for at least 6 months before you can request Paternity Leave under the new "Day One" rights.**

- *True / False*

**4. What is the newly launched "Fair Work Agency"?**

- A) A recruitment firm for public sector workers
- B) A new government body that enforces holiday pay and minimum wage rights
- C) A UNISON-only social club

**5. Which day in April is "Workers' Memorial Day," where we remember those who lost their lives at work?**

- A) April 1st
- B) April 15th
- C) April 28<sup>th</sup>

## 6. What is the current UNISON pay claim for Local Government staff for 2026/27?

- A) A 2% increase
- B) £3,000 or 10% (whichever is greater)
- C) A free box of biscuits and a thank-you card

Answers can be found on Page 35

# Help Us Grow – UNISON Needs You!

*As a UNISON member you're already part of something powerful — a union that stands up for fairness, equality, and support in the workplace.*

## Recruit a Colleague Today!

Do you work alongside someone who isn't yet a member? Encourage them to join! Whether they're new to the team or have been around for years, Unison membership offers protection, advice, and a collective voice that makes a real difference.

## Why Recruit?

- A stronger union means better representation
- More members = more influence in negotiations
- You'll be helping colleagues access support when they need it most

## How to Get Involved:

- Share your experience as a member
- Point them to the Unison website or local rep
- Invite them to attend a Unison meeting or event
- All this, from only **£1.30 a month**

**WE NEED YOU!**



Together, we can build a safer, fairer, and more supportive workplace for everyone.

# WHAT IS A TRADE UNION?



A trade union is a group of working people who have joined together to achieve better pay and working conditions and a safer working environment.

Trade unions negotiate with employers on behalf of union members to agree wages, work rules, complaint procedures, rules governing hiring, firing and promotion of workers, benefits, workplace safety and other policies.

## Who is in a trade union?

Ordinary working people like you – nearly seven million in the UK – are in a trade union, doing all sorts of jobs. They include nurses, school meals staff, hospital cleaners, actors, professional footballers, shop assistants, teaching assistants, bus drivers, engineers, social workers and apprentices.

UNISON represents people who work in our vital public services like health, education and local council services, keeping our children safe and caring for the vulnerable in society.

## Why join a trade union?

Members benefit from the strength and security that comes from people working together to tackle problems.

In UNISON, as well as getting support when you need it at work you will have access to a wide range of help and benefits including:

- legal services for you at work and your family at home\*
- financial assistance and debt advice in times of need
- our helpline open until midnight
- compensation for accidents and injuries at work
- member discounts on things like insurance and new cars – including up to 50% off holidays
- education, training and support.

Unions also campaign and lobby to persuade the public or government of their point of view.

\*qualifying period and exclusions apply

# WHAT IS A TRADE UNION?



## Trade union successes

In recent years, unions have campaigned for and won:

- a national minimum wage
- improved parental leave provisions
- equality legislation
- laws on reasonable working hours
- minimum holiday and sickness entitlements
- health and safety in the workplace
- pension provision

...as well as many thousands of local agreements on issues affecting particular workplaces.

## How do trade unions work?

Union members agree a common aim of what they want to achieve. This might be about pay or bullying at work or challenging unfairness, for example. Representatives from the union gather evidence about the issue and present it to their employer. They discuss the matter with the employer to reach an agreement.

If the employer refuses to reach an agreement, union members can broaden their campaign to win wider support in the workplace.

This may be with the public or at a national level with MPs and in government, or, as a last resort, taking strike action.

Trade unions also provide legal representation for workers, for example to win compensation in the event of an accident or injury at work. Many trade unions also provide other benefits and discounts on services for their members. You can think of trade unions as your insurance policy for work.

## Find out more at [unison.org.uk](http://unison.org.uk)

**In UNISON** – the trade union for all public service workers even if they work in private companies – we believe in:

**equality** – we are all different, but we all deserve to be treated with respect and fairness. All of our voices should be heard

**solidarity** – we work to support each other at work and in society

**democracy** – our members have a right to make the decisions that shape their union

**participation** – we aim to share our skills, commitment and creativity to build a stronger union.

## Three simple ways to join UNISON today and get essential cover wherever you work



Join online at  
[joinunison.org](http://joinunison.org)



Call us on  
0800 171 2193



Ask your UNISON rep  
for an application form



# “REPEAT: Warning from History”

by Dennis Glover

*In his comparisons of populist political figures past and present, Glover offers a grim warning of history repeating itself*

Dennis Glover ends his urgent new book on populism with a five-word warning: “Only history can save us.”

In just 191 pages, the Australian historian drives the reader on an express tour of the 1920s, charting the rise of Hitler and Stalin, making the case that figures like Trump and Putin are cutting a similar course through the modern-day political landscape. Unless we act now, according to Glover, World War III will be upon us.

**“Repeat is a compelling read for audiences who do not have much time on their hands.”**

*Repeat* is divided into two halves: one which explores the interwar period, the other which looks at the present day. Much of the first half traces Hitler’s ascent from far-right fringe radical to totalitarian dictator. In 1919, he had a reputation as a livewire political outsider famed for his hostile rants. Twenty years

later, as Germany's dictator, he gave a speech about how war would bring about the "annihilation of the Jewish race."

Glover attributes Hitler's rise to power to a specific strategy: that "he had perfected the art of tapping the deep, dark well of resentment and fury that lay just beneath the surface of his audiences."

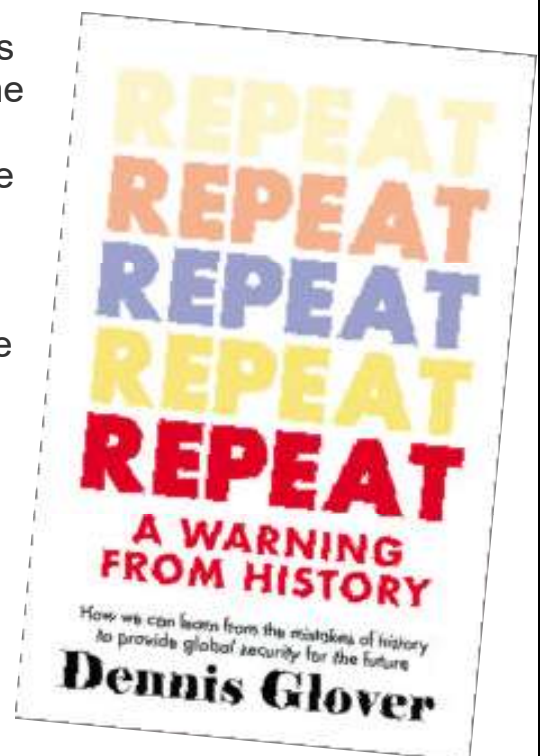
It is this same strategy, Glover argues, that we're seeing today with populists like Trump: personalities who exploit the public's frustration at economic insecurity to gain political power, which they then use to dismantle democracy. Alongside Trump, and the armed far-right groups who attacked the US Capitol building on 6 January 2021, the second half of the book documents Putin's invasion of Ukraine.

One of Glover's most striking assessments is that Hitler and Stalin, at the time, appeared "fallible and clownish", just as Trump appears today. History tells us that we make a terrible mistake by laughing at him.

The solutions proposed in *Repeat* are tangible: if it's economic decline and wealth inequality that creates the opportunities for the far right to gain traction, then redistribution of income is a democratic imperative. If the fascist's enemy is the rule of law, then we must defend our legal frameworks like our lives depend on them. Because they do.

*Repeat* reads as though Glover was rushing to get it finished in such a fast-moving political climate. He skims over detail, almost tripping over his own sense of urgency, and the hastily added paragraphs on the genocide in Gaza at the end of this crammed book feel like a tick-box as opposed to further evidence for his argument.

Nevertheless, *Repeat* is a compelling read for audiences who do not have much time on their hands. With Nigel Farage's face now appearing daily in our newspapers and Reform UK putting up even more far-right candidates for the upcoming local elections, we must heed Glover's warning: "If something can happen once, it can happen again".



***Repeat* is published by Allison & Busby and is [available in paperback \(£10.99\)](#)**



# Menopause

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





# The "Vascular" Truth: My Journey Through the Menopause Pathway

*So, there I was: taken off my HRT after bleeding for three straight months. To cut a long story short, a scan revealed thickening and a polyp. While I initially thought being put on the "cancer pathway" was overkill, I've realised I should probably be grateful for the thoroughness.*

## The Reality of the "Quick Procedure"

My hysteroscopy appointment loomed. I was told a camera would be inserted into my cervix with water to "plump up" the uterus so they could see clearly and remove the offending polyps.

For context, my smear was NAD (nothing abnormal detected), as was my endometrial biopsy. On that note: can we just talk about the disparity in care? If a man had to have something inserted into his penis, there would be Instillagel and a mandatory five-minute wait. For a woman? It's "take a deep breath and count to five!" while the entire staff joins in the countdown. Meanwhile, you're lying there thinking, *"Why on earth am I doing this without numbing?"* I'm sure there's a plausible medical reason; I just haven't heard a convincing one yet.

## The "Airplane Hangar" Experience

When the day arrived, I was offered general or local anesthetic. Thinking "let's just get it over with," I chose local. The practitioners were lovely—professional, diligent, and clear that I was in control and could stop at any time.

Then the procedure started. You know that chair? The one that opens your legs like the doors of an airplane hangar? There were four people in the room. They gave me the injection into the cervix, and I expected a wait. But no—before I could even catch my breath, I felt a sharp pain followed by a deep ache as the saline was introduced. I couldn't even say "stop" because a stream of curse words was already spilling out of my mouth!

Once I breathed through it, I got to see the "inner workings" on the screen. There was my Mirena coil, a few polyps, and some fibroids (which looked smaller than previous scans—one perk of menopause, apparently). However, it turns out my polyps were "too vascular" to attempt on a

Friday afternoon at 4:00 PM. So, I'm headed back for round two, which will apparently involve a "hoover" up there. If that doesn't work, I'm opting for the general anesthetic next time!

## The Joys of "Bernie the Bolt"

Since stopping HRT, the hot flushes and brain fog have returned with a vengeance. My collagen and pumpkin seed oil supplements haven't done much yet, but I'll give them a few more months.

In the meantime, I asked my GP for vaginal HRT in tablet form (I wasn't a fan of the cream). It's a tiny tablet at the end of a very slim applicator. During my first attempt—standing up, because I'm a multitasker—I let go, and the applicator stick fell out, leaving the tubing inside me.



Instead of doing the sensible thing and removing it, I spent five minutes on the bathroom floor trying to re-insert the stick into the tube while it was still inside me. "Square peg in a round hole" doesn't even cover it. I felt like "Bernie the Bolt" from *The Golden Shot*!

**The result?** It's a game-changer. I'm no longer up all night, and when I do go, the volume is... well, let's just say "equine."

## Advocating for Ourselves

There is some good news: millions of women in England will now benefit from menopause being included in routine NHS health checks for the first time. This is a landmark step. Nearly five million women will finally be asked dedicated questions about perimenopause and menopause symptoms.

However, the filters haven't quite reached the front lines yet. I recently went to the GP with my 40-year-old daughter who is experiencing clear symptoms. The doctor insisted on going by blood results rather than her lived experience. We know hormones fluctuate! What is symptomatic for one isn't for another.

Once again, we have to be our own best advocates. Just imagine where women's health would be if the medical world moved at the same pace they did when they discovered that "magic blue pill."

**Enuff said.**

# Menopause

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

## 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](https://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](https://unison.org.uk/women)

## Not in UNISON yet?

Join 1.3 million public service workers today at [joinunison.org](https://joinunison.org), or call **0800 171 2194**.

# WASPI Update: The Fight for Pension Justice Hits the Courts-Again

*The battle for the "WASPI women" (those born in the 1950s affected by state pension age changes) has reached a critical turning point as we go to print. After a series of "betrayals" by the government, the campaign is heading back to the High Court.*

## What's happened?

In January 2026, the government admitted that there was a 28-month delay in notifying women about the pension age increase. They issued a formal apology for this "maladministration." However, in a move that WASPI chair Angela Madden called "utterly contemptuous," the government refused to set up a compensation scheme, claiming it would cost the taxpayer up to £10.3 billion.



## The New Legal Battle

On **March 18**, lawyers representing the WASPI campaign issued a final warning to the Department for Work and Pensions (DWP). The government has been given **14 days** to address "legal errors" in their decision to deny compensation. If they do not budge, the case will escalate to a full Judicial Review.

## Why this matters for our members

Many UNISON members and retirees fall into the WASPI cohort. These are women who dedicated decades to public service, only to have their retirement plans shattered with little notice. The Parliamentary Ombudsman has already recommended payouts of between **£1,000 and £2,950**, noting that the DWP failed to provide "accurate, adequate, and timely information."

## How you can help

1. **Lobby your MP:** Ask them to support the *Women's State Pension Age (Ombudsman Report and Compensation Scheme) Bill*, which is currently moving through Parliament.
2. **Stay Informed:** There is currently no official compensation application form. Do not give your details to any "claims" websites that ask for money; the only official updates will come via the WASPI campaign or the government itself.
3. **Share your story:** If you are a member affected by this, contact the branch. Your stories are our strongest evidence when we lobby at a national level.

**"If ministers will not listen to the independent ombudsman, their own MPs, and millions of people, we will make them listen in court."** — Angela Madden, WASPI Chair

# Apprentices: know your rights

## Pay

Apprentices are legally entitled to at least the National Minimum Wage rate for apprentices.

There is one rate for apprentices aged 16 to 18, or over 19 but in the first year of apprenticeship.

There is a higher rate for apprentices aged 19 or over who have completed the first year of the apprenticeship. See the government's **National Minimum Wage** webpage for the current rates. These rates are the minimum you should be paid. UNISON encourages employers to pay more.

## Working time and holiday

When it comes to working time, apprentices have the same rights as other workers. This means you have the right to:

- ▶ Annual leave: at least 20 days of paid holiday per year (if you're full time), plus 8 public and bank holidays.
- ▶ Maximum working week: you should not be asked to work more than an average of 48 hours per week (40 if you are under 18), and you are entitled to at least 24 hours off work each week (48 if you're under 18).
- ▶ Breaks: at least a 20 minute rest break if you are working 6 hours or more.

## Learning

At least 20% of your time should be spent on off-the-job learning. This should happen in your normal working hours, and if it doesn't, you should be compensated, for example with time off in lieu. The learning may take place face-to-face, online, or a mixture of both.

In addition, your apprenticeship should offer you training in English and maths if you don't already have level 2 qualifications in these. This is called 'functional skills' training and does not form part of your off-the-job learning.

## Apprenticeship agreement or contract of employment

You should be provided with an apprenticeship agreement or contract of employment, which is signed by you and your employer. This should set out:

- ▶ The employer's name and your job title.
- ▶ How long you will be employed.
- ▶ Your terms and conditions, such as pay, working hours and annual leave.
- ▶ Your learning plan and the apprenticeship framework or standard you will be working to.

## Joining a union

Many unions offer reduced membership rates for apprentices; for example, **you can join UNISON for just £10 per year** if you are earning the minimum wage for apprentices and receive a range of benefits such as training, discounts and dedicated support at work.

You have the right to join the trade union of your choice – you should check the **TUC union finder** tool to find the best union for you.

## Raising a problem

If any of the rights listed above aren't being met, you should speak to your trade union as soon as possible. Your union can talk you through your options and help you to raise the issue with your employer, probably informally at first. If raising the problem informally doesn't work, apprentices have the right to raise a grievance – this is a formal complaint to your employer.



Not in  
UNISON?

Join at [join.unison.org.uk](https://join.unison.org.uk)  
or call **0800 171 2193**

# COVID Inquiry: NHS Staff let down by leaders

*Report makes clear proper NHS funding and full staffing are vital to ensure public safety.*

Commenting on the publication of the Covid Inquiry report into the NHS response to the pandemic on the 19<sup>th</sup> March, **UNISON Covid lead and the union's head of health during the pandemic Sara Gorton** said:



***"Years of catastrophic underfunding and cuts put the NHS in a state of crisis long before Covid hit.***

***"That left the health service a whisker away from catastrophe. It was only the extraordinary courage and dedication of the NHS workforce that brought the system back from the brink.***

***"Austerity heightened every problem as the UK went into the pandemic. The NHS had been left critically undermined.***

***"Healthcare staff, who repeatedly put themselves in harm's way, were not the high priority they should have been. Systemic failures meant the most vulnerable workers were out of sight and out of mind.***

***"The shameful story of Covid is an NHS that had been left ill-prepared, leaders who failed to act and a misspending scandal that allowed Tory friends and cronies to Hoover up cash and fail to deliver at the nation's hour of need.***

***"All this at a time when staff were giving everything, in some cases their lives, to deliver the care needed. Shamefully, they were all but forgotten, burnt out and exposed to the virus, without even basic safety equipment.***

***"This report can give no clearer sign that proper funding and full staffing are vital to ensure public safety."***

# Year of green activity

## Events Calendar for the 2026 UNISON Year of Green Activity

|            |                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|------------|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Apr</b> | <b>Global Earth Day</b>             | A chance to join others marking GED across the globe.                                                                                                                                                                                                                                                                                                                                                                                        |
|            | <b>Energy Sector Highlight</b>      | Find out more about how our members in the energy sector are particularly affected by the move to Net Zero and the importance of a fair process for the changes ahead – a webinar                                                                                                                                                                                                                                                            |
| <b>May</b> | <b>Facility Time engagement</b>     | Join our call to get statutory paid facility time for our Environmental Reps                                                                                                                                                                                                                                                                                                                                                                 |
|            | <b>Education Highlight</b>          | There are many ways climate change is impacting education settings – join our webinar to find out more.                                                                                                                                                                                                                                                                                                                                      |
| <b>Jun</b> | <b>National Delegate Conference</b> | Look out for a chance to encourage your branch to support Green UNISON related motions                                                                                                                                                                                                                                                                                                                                                       |
| <b>Jun</b> | <b>International Refugee Week</b>   | <p><small>www.katherineantoney.co.uk</small></p>  <p>Look out for an opportunity to take part in a social media solidarity message for International Refugee Week using this image (permission kindly given by the artist Katherine Antoney).<br/>We will also be sending a greeting card of this image to every MP with our own solidarity message.</p> |
|            | <b>UK Great Big Green Week</b>      | An opportunity to join with multiple local and national organisations across the UK to mark the UK Great Big Green Week                                                                                                                                                                                                                                                                                                                      |
|            | <b>LGBT+ Highlight</b>              | Highlighting Climate Change impacts on the LGBT+ community during Pride Month – a webinar                                                                                                                                                                                                                                                                                                                                                    |
|            | <b>Clean Air day</b>                | An opportunity to link with this important anti-air-pollution campaign                                                                                                                                                                                                                                                                                                                                                                       |

|                 |                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Jul</b>      | <b>Invest in public transport engagement</b>                                                                                                                                                       | Join us in asking MPs to demand an improved public transport offer to combat climate change                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                 | <b>Young members / retired members highlight</b>                                                                                                                                                   | Discussing the intergenerational impacts of climate change as they affect our young and retired members particularly – a webinar.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Aug</b>      | <b>Extreme Heat / Max Temp Health and Safety campaign highlight</b>                                                                                                                                | Join us in demanding the government set legally binding maximum workplace temperatures and come and join our webinar to find out more about why this is so important                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Sep</b>      | <b>Green UNISON Week</b><br><br> | <b>Film festival –</b> <ol style="list-style-type: none"> <li>1. The Man Who Mends Things (short) – an award winning and very powerful short animation about climate change and fixing things – available all month to run in branches locally.</li> <li>2. 2040 - Exploring an optimistic view of what 2040 could be like if the right choices are made. 2 ticketed virtual screenings (dates to be confirmed)</li> </ol> The Line We Crossed (documentary) – exploring the recent draconian attacks on protest rights and the targeting of climate defenders. 2 ticketed virtual screenings (dates to be confirmed) |
|                 | <b>Environment Agencies / Water Highlight</b>                                                                                                                                                      | Find out more about how our members working in the Environment Agencies and Water Industry are being directly affected by the climate crisis – a webinar.                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Oct</b>      | <b>Black History Month</b>                                                                                                                                                                         | Join our webinar to find out more about how climate change disproportionately affects Black people both globally and here in the UK                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                 | <b>Build up to COP31 (held in November)</b>                                                                                                                                                        | <ol style="list-style-type: none"> <li>3. The annual global conference where 198 nations discuss collective action on climate change. UNISON is privileged to have held one of only 2 UK observer delegate places as part of the International TUC delegation – watch out for information on UNISON engagement, member mobilisation opportunities and what will be at stake.</li> </ol>                                                                                                                                                                                                                               |
| <b>Nov</b>      | <b>COP 31 (likely Australia)</b>                                                                                                                                                                   | Reports back from COP and opportunities to support Global mobilisations in the UK to mark at COP31                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|                 | <b>Global Supply Chains and Human Rights and the Environment</b>                                                                                                                                   | Find out more about what our International team do to campaign for ethical sourcing of vital climate related materials – Join us in asking our MPs to sign up to the Business, Human Rights and Environment Act                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Dec</b>      | <b>Disabled Members Highlight</b>                                                                                                                                                                  | Join our webinar to find out more about how climate change impacts disabled people and what needs to change to make sure disabled members are not left behind in the move to Net Zero                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>All Year</b> | <b>Background work and organising</b>                                                                                                                                                              | <ul style="list-style-type: none"> <li>• Public services as social infrastructure</li> <li>• Sign-posting Citizen scientist opportunities.</li> <li>• Campaign to fill the EnvO role in branches.</li> <li>• Support bargaining for local facility time.</li> <li>• Research pieces and policy work.</li> </ul> Promote Newsletter sign up!                                                                                                                                                                                                                                                                           |

Please sign up to our [Green UNISON Newsletter](#) to get regular updates and notifications for registering to attend these events.

# The UNISON Environment Officer and local 'Green Rep' role - guide

## Why does my branch need an Environmental Officer and Green Reps?

Half of UK carbon emissions are produced by work activity – in our energy-intensive industries, power stations and manufacturing plant. But all workplaces have a 'carbon footprint'.

Public Services directly emit around 8% the UK's greenhouse gases and that excludes public transport. When you add in their influence on procurement, construction, social housing etc the impact is even bigger, and the government recognises that Public Services have a huge role to play in meeting our climate commitments by 2050.



So, our workplaces are an excellent place to start tackling climate change.

Just as unions and employers work together to improve health and safety in the workplace through safety committees, UNISON Branch Environmental Officers (or EnvO for short) should be elected to champion environmental issues. They can raise awareness and ensure that green issues are included in the negotiating or bargaining agenda at work.

## What's the difference between the Branch Environmental Officer and the Green Rep roles?

The Branch Environmental Officer is a formal, rule book, branch position that is elected to - there is only one position per branch and they lead on all climate change / environment related issues within the branch. They would also liaise with, co-ordinate and organise local Green Reps within the branch.

However, while there is only one EnvO per branch, there can be any number of local Green Reps to support the EnvO, create a network for sharing ideas and to provide a local focal point for green activity. This is particularly useful where a branch covers many employers or geographical locations or even just at a local departmental level.

This is intended to mirror the successful model for the Branch Health and Safety Officer and Health and Safety Reps.

The main concern of a branch Environmental Officer and for local green reps is to agree a joint approach to 'greening the workplace'.

Organisations are far better placed than individuals to install cost-effective green measures and agree collective ways to change our behaviour at work – such as through recycling schemes.

With many employers facing tight budgets in the coming years, union action to green the workplace can help ensure that financial savings from resource and energy efficiency ease the pressure on other costs and helps to

protect jobs. The need to strengthen the link between sustainable workplaces and sustainable jobs has never been more urgent.

## **What can I do – what will the Environmental Officer role entail?**

The Environmental Officer can be a significant player on the Branch Committee, and you may be ready and raring to go on all aspects of the role. But if you are new to the role you don't have to start big. It may be that at first you may just want to be a point of contact and information for the branch on environmental issues. This may involve distributing leaflets and reporting any concerns.

But, over time, and as you gain confidence, this role can expand into negotiating and organising on all Green issues.

### **Unions are best placed to:**

- monitor the effectiveness of environmental policies and provide staff input
- gain staff support for changes to workplace practices
- use existing union structures and procedures to influence and develop members' thinking and actions
- raise staff awareness and encourage behavioural change
- improve operational procedures.

## **Appointing a Branch Environmental Officer**

A rule change at the 2022 UNISON National Delegate Conference ensured that our rules changed to add the role of Environment Officer to the list of formal Branch officer positions. This means that each branch should seek to elect a rep at each election cycle, or in-between election cycles if the role is currently vacant.

## **Is there training?**

There are training materials and courses available right now on Green Skills and for general awareness raising. We are developing new specific training modules all the time. Contact your local UNISON learning rep to discuss what's available. See further down for some useful links to resources.

## **Is there facility time / time off to undertake this role?**

Many employers will give reasonable time off for these duties just as they would with other trade union roles. However, currently they don't have to. This is a relatively new role for employers to deal with and the law hasn't caught up with the need to recognise its importance. UNISON is committed to campaigning for facility time for this role but one of the first actions you might take, in conjunction with senior branch officers, might be to negotiate with your employer for facility time in line with other union roles.

## **Negotiating on a green agenda**

If your employer has no local or national agreement on union environmental reps (check with your union), you'll need to convince them that green reps have a role to play. Consider:

- checking for any existing environmental policies in your organisation
- finding out if existing policies make reference to staff engagement or involvement
- identifying a range of points that could be put to management to illustrate why involving the union is the best way to achieve better environmental standards, highlighting how unions can help the employer to manage risks
- using examples of where union involvement has improved environmental and business performance – if you can't find anything for your industry or company, take a look at the case studies in Cutting Carbon, Growing Skills and contact your own union for examples of best practice.

### **This is all new to me, where do I start?**

Speak to your UNISON Learning rep to find out what training is available but there are also many good resources for first steps in greening the workplace available on our Green UNISON webpages. Check out our Green UNISON campaign pages and make sure you join the Green UNISON Network.

# 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:

- 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](https://my.unison.org.uk) to register or log in today!

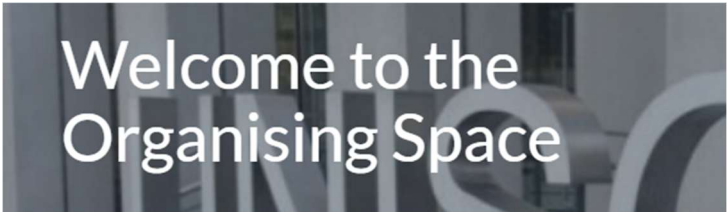
## Organising Space

**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**



Welcome to the  
Organising Space

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](https://www.organisingspace.unison.org.uk)

# 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 [Member learning | UNISON College](#) 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](https://unison.org.uk/get-help/knowledge)

Or speak to your local branch rep for more support.



## Looking for something new to watch this month?

- **Movie:** *Project Hail Mary*
- **Release Date:** Out Now (Released March 20, 2026)
- **Starring:** Ryan Gosling, Sandra Hüller

**Why we recommend it:** Based on the best-selling novel by Andy Weir (who wrote *The Martian*), this sci-fi thriller follows a man who wakes up on a spaceship with no memory of who he is or how he got there. He soon realizes he is humanity's last hope for survival and must use science, logic, and a very unexpected "colleague" to save the Earth.

**Why it resonates with our branch:** At its heart, this isn't just a space movie; it's a film about **professionalism and adaptability**.

Much like our community health teams who often have to "think on their feet" in patients' homes with limited resources, the protagonist has to find creative solutions to impossible problems using only what's in front of him.

It's an uplifting, funny, and deeply moving reminder that even when we feel isolated in our roles, we are part of a much bigger mission.



## Other Notable Releases for April:

- **For the Family:** *The Super Mario Galaxy Movie* (Released April 3rd) – Perfect for a half-term treat with the kids.
- **The Classic Choice:** *Bridget Jones's Diary: 25th Anniversary Re-release* (April 17th) – A bit of nostalgia for a Friday night out.
- **The Musical Choice:** *Michael* (April 24th) – The highly anticipated big-screen biopic of Michael Jackson.

**💡 UNISON Money Saver:** > Don't forget that as a UNISON member, you can get **discounts on cinema tickets** (including ODEON, Vue, and Cineworld) through **UNISON Living** or **Health Service Discounts**. Check the website before you book to save up to 40%!



# 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

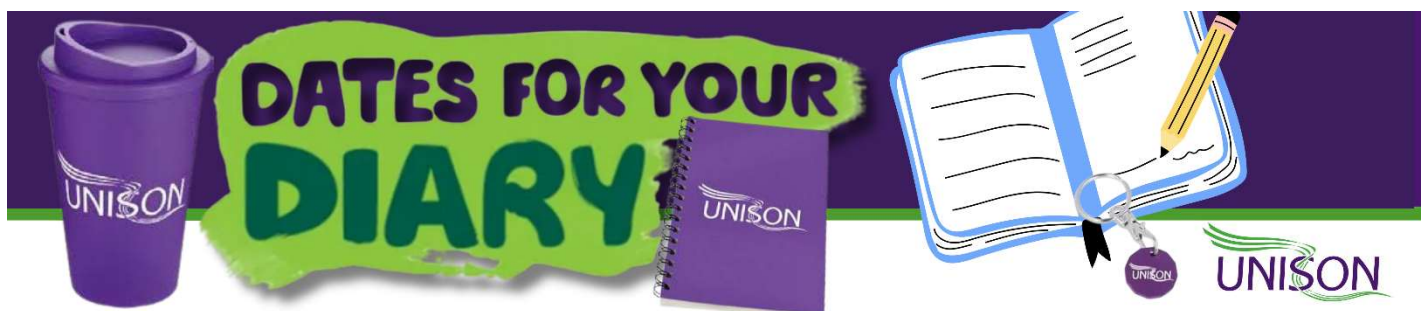
### Interested?

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](http://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](http://join.unison.org.uk)** or call us free on **0800 0 857 857**.





- **April 22:** Earth Day / Green UNISON Launch.
- **April 28:** Workers' Memorial Day – *Remember the dead, fight for the living.*
- **June 16-19:** UNISON National Delegate Conference (Brighton).

## Branch Committee Meetings

- **April 2026 Branch Meeting**

 23 April 2026 9am

 MS Teams

- **May Branch Meeting**

 28 May 2026 9am

 MS Teams

If you have an event, you would like mentioned, please let us know!

## 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](mailto:lgbranch@sheffunison.org.uk)

 **There for You** – 020 7121 5620

 [thereforyou@unison.co.uk](mailto:thereforyou@unison.co.uk)



## What 'There for You' 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**.

## Stay Connected with Us

 **Facebook**

[facebook.com/NorfolkCommunityHealth](https://facebook.com/NorfolkCommunityHealth)

 **Twitter (X)**

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

 **Branch Info Page**

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

**CONTACT: 'Norfolk Community Health Branch'**

**Secretary Mrs Lesley Luscher**

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

**Telephone 07766 114767**

## Unison Campaigns & Updates

*To round off the April 2026 newsletter, here are the most current national campaigns and updates from UNISON.*

### 1. Pay Update: "3.3% is Not Enough"

In February 2026, the government announced a **3.3% pay rise** for NHS staff (Agenda for Change). UNISON's national leadership has branded this "angry" and "below inflation."

- **The News:** While this uplift will appear in April salaries, UNISON is pushing for **direct talks** to reform the pay structure, specifically focusing on low-paid bands and graduate professional roles.
- **The Ask:** Ask members to sign the **Joint Union Letter** to the Secretary of State to demand meaningful negotiations that go beyond the 3.3% "floor."

## 2. Workers' Memorial Day (April 28th)

This is a major date in the UNISON calendar. This year's theme integrates the **Year of Green Activity**, focusing on how climate change affects workplace health and safety (e.g., extreme heat and air quality).

- **The Message:** *"Remember the dead, fight for the living."*
- **Branch Activity:** Suggest a minute of silence at 11:00 AM on April 28th to remember colleagues lost to work-related illness or accidents.

## 3. National Delegate Conference (June 16–19, Brighton)

The "Parliament of UNISON" is fast approaching.

- **Critical Deadline:** The deadline for **delegate registration is Thursday, March 26th, 2026, at 12 PM.** \* **Motions:** Preliminary agendas are out now. Look for motions regarding **Ukraine Solidarity, National Care Service, and Green Bargaining.**

## 4. "March Together" (Saturday, March 28th)

UNISON is supporting a national demonstration in London against the far-right, standing in solidarity with migrant workers and under-represented groups.

- **Update:** If your members missed the march, you can include a "Solidarity Gallery" or a link to the General Secretary's wrap-up video on the national website.

---

## Summary of Key Dates for April 2026

| Date     | Event / Deadline                                                                  |
|----------|-----------------------------------------------------------------------------------|
| April 1  | New NHS Pay Award (3.3%) implemented in ESR.                                      |
| April 9  | <b>Deadline:</b> Creche & Reasonable Adjustment requests for National Conference. |
| April 21 | <b>Deadline:</b> Submission of Amendments to Motions for National Conference.     |
| April 22 | <b>Earth Day:</b> Key highlight for the Year of Green Activity.                   |
| April 23 | <b>Webinar:</b> How Climate Change impacts Energy Sector members (12:30 PM).      |
| April 28 | <b>International Workers' Memorial Day.</b>                                       |

Visit [UNISON Get Involved](https://unison.org.uk) to learn more. [\[unison.org.uk\]](https://unison.org.uk)

**UNISON** **ESSENTIAL COVER FOR YOU AT WORK**

Join UNISON online today at [joinunison.org](https://joinunison.org) or call **0800 171 2193**



## See you in June!

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 **next issue in June 2026**, bringing you more updates, support, and stories from across our healthcare community.

The deadline for anything to be included in the next issue is 28<sup>th</sup> May 2026.

---

### Quiz Answers

1. **C** (The 3-day waiting period has been abolished!)
2. **B** (We are pushing for Green Reps in every workplace.)
3. **False** (It is now a "Day One" right!)
4. **B** (They have the power to fine bosses who break the law.)
5. **C** (April 28th – Remember the dead, fight for the living.)
6. **B** (We are fighting for a settlement that beats inflation.)



**UNISON** **lottery**  
supporting our charity **There for You**



**Win cash prizes and  
support our charity  
There for You**



**For just £1 a month you could win cash prizes  
of up to £1,000. Plus, it's a powerful way to  
support There for You, the charity that helps  
UNISON members through tough times.**

**Join online now at [unison.charitylotteries.co.uk](https://unison.charitylotteries.co.uk)**

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