

inclusivelearning

e-bulletin/April 2019

Hello.

Creative writing, menopause support and challenging hoarders are just some of the many innovative courses that we support and we look forward to delivering many more across the UK in this new project year that starts this month.

But for now, we would like to thank you for putting learning on the map for this project year just finished. We know many ULRs drive passion for learning in the workplace, with many thousands of learners, new and old, gaining confidence, hope and a chance to change their lives for the better and that's what we aim to do on UNISON's learning projects – and long may it continue. So let's keep on learning.



JESS HURD/REPORTDIGITAL.CO.UK

Martin Russo, Inclusive Learning Project Manager

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HELPING WORKERS GET WHAT THEY ARE OWED

Learning and Organising Services (LAOS) are preparing some new materials to help branches support their members now that more staff are entitled to more detailed payslips under new government regulations that come into effect this month.

The two key changes are that:

- staff who fit the wider legal definition of 'worker' (rather than the narrower definition of 'employee') are now entitled to a payslip
- for workers whose pay is based on the number of hours they work, their itemised payslips must now show the total number of hours worked at any variable rates (e.g., overtime, unsociable hours, etc.).

The staff who are likely to gain entitlement to an

itemised payslip as a result of the new regulations are those on zero-hours, casual and agency contracts.

As soon as employers implement the new regulations, branches should encourage members to use the additional information on their payslips to check that they are receiving correct payment, both in terms of the total hours they have worked and the correct rate for those hours.

ULRs can run short learning activities to help people feel confident about checking their payslips using the materials in Making Every Penny Count that are available on the Organising Space.

You can download the UNISON guide to the new payslip regulations [here](#).

For further information contact: 020 7121 5116



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Tackling hoarders

Newcastle City Branch has tapped into a big demand for training with a brand new course to help people who need to address the issue of hoarding in service users or among family and friends.

The branch developed the new course earlier this year in response to a request from a UNISON learning rep at a third sector organisation in order to help staff who have to confront the issue in people's homes that they visit as part of their role.

The three-hour course, delivered by the Newcastle College Trade Union Education Centre, examines the issues behind why people hoard and the best ways to conduct conversations with them about moving on.

With a very positive response from the 14 community and voluntary sector members on the pilot, the branch then re-ran the course last month, opening it up to all members – and is now looking at running it for a third time in the near future.



Menopause course

Medway Health Branch became the latest branch in the south-east to run a menopause workshop last month, and provided lunch for the participants with the help of a Kickstart grant from Learning and Organising Services (LAOS).

The workshop followed on from two successful menopause cafés on site in December and in February, where the participants were able to talk with other women about their experiences, symptoms and remedies.

"Quite a few employers hadn't considered menopause a workplace issue and didn't know what resources were available, so they are very interested in what we have to offer," says Area Organiser Suzanne Tipping, who has delivered the workshop for several branches in the region.

"Now we're starting to talk to employers about developing policy around the menopause so they can support women in their workplaces so they can talk more openly about the issues and reduce the stigma."



Writing boost

Best-selling author Tammy Cohen, who has contributed to the Quick Reads series, inspired members of the Merseytravel creative writing group when she visited the Liverpool-based transport organisation last month.

UNISON learning rep Ya Ching Darnell coordinates the creative writing group, which is run in partnership with professional networking project PD North.

As well as talking to members of the group about her influences and her writing, Tammy heard about the group's recent publication, *Reflections*, which they put together to show how creative writing can have a positive effect on mental health and wellbeing in the workplace.

Structured around the four seasons, *Reflections* includes writing exercises, tips to improve writing skills (such as people-watching), story setups for readers to continue writing by themselves, recipes, inspirational quotes and pieces by members of the group, plus advice on activities to improve physical and mental health such as walking, cycling and yoga.

You can download *Reflections* from [here](#).

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