



helping you make  
healthcare happen



## MiP and UNISON working together to support members working in health and social care

*Managers in Partnership (MiP) has been a national branch of UNISON since 2005. It is a joint venture between UNISON and FDA, the trade union for senior civil servants, to support and advise senior managers in health and care.*

[info@miphealth.org.uk](mailto:info@miphealth.org.uk)  
[www.miphealth.org.uk](http://www.miphealth.org.uk)

To be a member in Managers in Partnership, you must

- work in the NHS and be in Agenda for Change band 8a or above; or
- work in the NHS and be a member of the management training scheme; or
- work in a non-NHS health or care organisation and earn a basic salary of £40,000 or more; and
- have a management responsibility

MiP works closely with UNISON at national, regional and local level to improve pay and conditions for ALL staff working in health. MiP has:

- worked together in partnership forums with the healthcare unions to support staff during issues such as organisational change, race equality and protecting local terms and conditions
- defended national pay bargaining
- joined local activists in recruitment activities
- supported branches with local action and campaigns

Working with MIP contributes to UNISON's strength and brings all health workers regardless of grade together. Our members range from band 8a to CEO's. One of our aims is to support MiP members be better managers and leaders to provide a first-class, union-friendly workplace and health service.

# Joining MiP

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Any manager joining MiP is also joining UNISON. As UNISON's national branch specialising in issues faced by managers we are ideally placed to advise and guide all at band 8a and above. MiP was established by UNISON and FDA to support and advise managers in Band 8a and above.

Ensuring our members are transferred at the earliest opportunity not only supports members at a time of need but encourages member participation in local and national union networks that enhance the health and social care community for all.

Our contact email is: [info@miphealth.org.uk](mailto:info@miphealth.org.uk).

Our working relationship with UNISON has allowed us to see the great support and guidance offered by local workplace representatives, however ensuring early interaction with MiP Officers gives members access and support by a single point of contact and reduces the need for cases to be transferred later in any process. Please speak to us as soon as it is clear a member may be eligible for MiP.

MiP also knows that UNISON branches often support MiP members with initial advice or throughout their case, where both branch and member is happy with that, MiP wants to continue this partnership working. Difficulties can arise if cases are transferred late so in the member's interest, we will not automatically accept ongoing cases. To avoid problems please speak to us as soon as you realise it's a MiP branch member to discuss how the member is supported.

MiP follows the UNISON rule book and legal protocol including the four week qualifying membership period for representation. MiP uses CASEWEB for all cases.

Also do ask for recruitment literature and invite us to your recruitment events. We work with UNISON branches to recruit at all bands. From January 2021 branches will get a complimentary copy of our magazine Healthcare Manager.

Where members contact local UNISON representatives with questions, queries or advice please use the [info@miphealth.org.uk](mailto:info@miphealth.org.uk) address to ensure a member of the national team is able to support you.

If a MIP member is retiring, they have the option of joining UNISON's retired members section or the FDA's retired members section so if the member is referred to us, we can explain the options.

## MiP activists

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As a national branch, MiP does not have a local branch structure. If a member needs advice or information, they contact their MiP officer direct (see the back of this leaflet for contact details.)

MiP also has a network of link members and reps throughout the UK. Link members usually act as a link for communications between the national union and members and reps undertake a similar role to reps in

UNISON health branches. Our activist base is growing and more members are becoming involved in local partnership and negotiating bodies, working alongside their UNISON counterparts. As a branch of UNISON, MiP reps are accredited and recognised wherever the employer recognises UNISON.

Please contact our national organiser Rebecca Hall, [r.hall@miphealth.org.uk](mailto:r.hall@miphealth.org.uk) or the MiP national officer for your area to make those connections and increase UNISON's voice and strength with employers and government.

## MiP national committee

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MiP has a national committee which is elected every two years and meets four times a year. It is responsible for formulating MiP's policy on healthcare, the NHS and workplace relations. It is made up of regional and devolved nations representatives so there will be a MiP national committee member working near you. Many have been union activists in UNISON or the FDA so are committed and experienced trade unionists. They are keen to work with UNISON branches and many do so. They will always make time to meet to discuss local campaigns or join you in a discussion about working together.

The details of the national committee are on the website [www.miphealth.org.uk](http://www.miphealth.org.uk)

## Working nationally

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Managers in Partnership are observers at the UNISON Health Service Group Executive and connect with the self organised groups in UNISON. MiP also attends TUC conferences including Congress through the FDA.

MiP has a Chief Executive, Jon Restell, who reports to UNISON's Assistant General Secretary for Bargaining and Negotiations and the General Secretary of FDA. MiP is a member of the national and regional Social Partnership Forums in England, the Welsh Partnership Forum, the Scottish Partnership Forum, the Northern Ireland NIC-ICTU Health Policy Forum and the NHS Pension Scheme Advisory Board for England and Wales.

## MiP management board

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As MiP is a joint venture between UNISON and FDA, it has a management board which is responsible for overall strategy, the budget and staffing. The main members are elected members from UNISON and FDA as well as the UNISON Head of Health and Assistant General Secretary for bargaining and negotiations. The Board provides invaluable support and advice including those links with UNISON.



# MiP officer contact details

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MiP has an official responsible for members in every region and devolved nation. They are experts in representing senior managers which is why it is important those members are in MiP or are transferred as soon as a case is raised. It is a benefit to all members and branches to access that experience, expertise and knowledge.

They have strong trade union and health experience including some staff having been UNISON activists or officials. Their information is below.

**Stephen Smith:** South Central,  
North West London and Central  
London  
[s.smith@miphealth.org.uk](mailto:s.smith@miphealth.org.uk)

**George Shepherd:** East of  
England and East London  
[g.shepherd@miphealth.org.uk](mailto:g.shepherd@miphealth.org.uk)

**Zohra Francis:** South East coast  
and South London  
[z.francis@miphealth.org.uk](mailto:z.francis@miphealth.org.uk)

**Sam Crane:** Wales  
[s.crane@miphealth.org.uk](mailto:s.crane@miphealth.org.uk)

**Chris Nelson:** South West  
[c.nelson@miphealth.org.uk](mailto:c.nelson@miphealth.org.uk)

**Claire Pullar:** Scotland and  
Northern Ireland  
[c.pullar@miphealth.org.uk](mailto:c.pullar@miphealth.org.uk)

**Ruth Smith:** North East, Yorkshire  
and the Humber  
[r.smith@miphealth.org.uk](mailto:r.smith@miphealth.org.uk)

**Pete Lowe:** East and West  
Midlands  
[p.lowe@miphealth.org.uk](mailto:p.lowe@miphealth.org.uk)

**Corrado Valle:** North West  
[c.valle@mphealth.org.uk](mailto:c.valle@mphealth.org.uk)

# Head Office

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Please get in touch if you would like to know more about MiP or would like us to attend one of your branch or regional meetings. Any of the staff below can help.

For general enquiries about membership including transfers and member referrals, please contact Billy Turner, Information Systems Manager:

[\*\*b.turner@miphealth.org.uk\*\*](mailto:b.turner@miphealth.org.uk)

For complaints or rule book issues: Helen Carr, Head of Operations

[\*\*h.carr@miphealth.org.uk\*\*](mailto:h.carr@miphealth.org.uk)

For media enquiries: Mercedes Broadbent, Policy and Communications Manager: [\*\*m.broadbent@miphealth.org.uk\*\*](mailto:m.broadbent@miphealth.org.uk)

For recruitment initiatives and campaigns contact Rebecca Hall, National Organiser: [\*\*r.hall@miphealth.org.uk\*\*](mailto:r.hall@miphealth.org.uk)



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