



20106 UNISON East of England Ambulance Branch

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OPEN LETTER FROM THE BRANCH COMMITTEE

Dear Mr Newton,

We are writing this in an attempt to retrieve a situation which we feel is spiralling out of control.

We all know that following the “Bradley Report” and its recommendations, we merged from three Trusts into our current structure – but what do we actually have today?

- Failure to amalgamate to one Trust;
- A disturbing level of disharmony amongst staff and all levels of management;
- An unacceptable number of departures by highly respected managers who have become disaffected by the failures of this Trust;
- Staff and managers at all levels working under intolerable pressures to achieve Call Connect targets that cause patient care to become secondary within the culture of the organisation;
- The pursuit and achievement of the Call Connect targets becoming more important than staff welfare;
- Morale among all levels of staff at the lowest point since just before the East Anglian Trust Public Enquiry that took place in 1998
- Strong indications that Grievance and Disciplinary Cases are on a steady increase;
- Occasions of staff members exploiting external media channels are on the increase

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We feel it is essential to highlight the fact that many of the above issues would not have reached such a serious state had the previously successful culture of partnership working prevailed. Examples where this success was demonstrated include;

- Agenda for Change (with East Anglia being only one of two ambulance trusts who acted as Early Implementer sites)
- Improving Working Lives
- CHI assessments

Sadly, the fabric of our partnership working is disintegrating. This is best exemplified by the inexplicable mistrust the Board shows towards our staffside representatives by their exclusion from "Part II" of Board meetings.

Our commitment is demonstrated by the fact that we are still involved in many partnership groups such as; policy harmonisation and job evaluation which are doing some excellent work. Therefore before events reach an irretrievable state, we are seeking an urgent meeting with the Chair, the Chief Executive and the Non-Executive Directors with a view to developing a way forward.

Unison East of England Ambulance Branch Committee

C.c.: Maria Ball, Trust Chair

Paula Grayson, Non-Executive Director

Jagtar Singh, Non-Executive Director

Caroline Bailes, Non-Executive Director

Paul Remington, Non-Executive Director

Phil Barlow, Non-Executive Director