



Branch Newsletter

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Issue 32

A.S.W. The verdict ..



Following on from the pilot trial of the ECA/ASW role undertaken in the South Western Ambulance Service Trust, 'Fusion' an independent external market research company was commissioned to write a report. That 94 page report is now available and can be found on our Branch Website at—
www.eeas-unison.com

On the 22nd September an urgent meeting of UNISON's National Ambulance Sector convened to discuss and review the document, having already met with representatives of the Trade Union partners and employers representatives in the National Ambulance Strategic Partnership forum. The outcome of that meeting was an agreed position, and the following statement has been issued:-

- The ECA role as currently designed is not fit for the purpose, in that it fails to deliver appropriate levels of clinical care to patients, and has adverse effects on staff welfare.
- No Staff should be deployed by Ambulance services in a 'Front Line' capacity who have not been trained as a minimum to standards, as set out in the 'Millar' Report'
- These minimum standards are not and cannot be reflected in any Band 3 or lower grade roles.
- To seek urgent national discussions with English Ambulance Trust employers on a timetable of withdrawal of all band 3 roles from 'Front line' vehicles, and to work with UNISON Ambulance branches in pursuance of immediate implementation of this policy.

This position statement was then tabled at a meeting of the Health service Group Executive (representing across Health in UNISON) as an emergency agenda item the following day by our National Chair Joe Conaghan, where it received 100% support and approval. Sam Oestreicher (National Secretary for Ambulance) will be writing to all the English Trust Chief executives Officers with the following letter. The response's will determine the next move in this campaign, but we have the support of the HSGE.

"Staff whose roles have been job evaluated at Band 3 or below should not be deployed by Ambulance Services in any front line capacity, as they will not possess the necessary knowledge, training and experience to deliver the level of patient care expected from an emergency ambulance practitioner. This applies whether or not they are accompanied by a Paramedic or Technician, as it is clear from our members input and the evaluation report, that reducing the skill set of one of the ambulance team has a detrimental impact on patient care."

"In the circumstances we are seeking an urgent meeting of the NASPF to discuss a timetable of withdrawal of all Band 3 roles from 'front line' deployment. We feel this process can be best achieved through enhancing the training of existing band 3 ECA's to bring their skill set up to the standard as reflected by the National Ambulance Practitioner Band 4 Job profile and in the North West Ambulance Service Assistant Ambulance Practitioner Pack." End.

In the light of the above we will be calling on Senior managers locally to enter into discussions on how to take this forward, we will also be asking to discuss how our current ASW/ ECA's are deployed, as it is apparent that there are many inconsistencies in this area which are leading to confusion and conflict.

"Staff whose roles have been evaluated at band 3 or below, should not be deployed by Ambulance Services in any front line capacity, as they will not possess the necessary knowledge, training and experience to deliver the level of patient care expected from an Emergency Ambulance Practitioner"

I would like to take this opportunity to assure staff of our view that ASW's/ECA'S are considered an important and valuable part of the Ambulance Service 'team,' this is not about trying to 'get rid' of anybody, but is about protecting roles in appropriate pay bands, a view that was shared by those ASW's / ECA's that were approached and gave a response as part of the trial.

In other news- On Wednesday 23rd September, myself and Frank Ward (Divisional Lead for Essex and Herts) attended a meeting in London to discuss and review with others, the outcome of the latest Annual Staff Survey. All eleven of the Ambulance service Trusts in England were represented by Senior Staff Officers and 10 of the 11 were represented by Managers at Chief Executive or Director level, unfortunately no one from Management Side of our Trust were available.....?

It is very clear when studying the results of the survey, that year on year the same issues are being raised by Staff in Ambulance Trusts, morale is worryingly low and in many areas Ambulance Staff are recording scores that are significantly lower than in other areas of the NHS.

The day was a very worthwhile event with many examples of best practice, good ideas, with robust discussion taking place. Presentations were given by Ann Richardson, DOH Deputy Director (Workforce Policy), Liz Kendall Ambulance Service network Director, NHS Confederation, David Farrelly, HRD EMAS and National Trade Union Staffside leads.

It was agreed that all Ambulance trusts would be written to- and working in Partnership, a clearly defined plan will be expected from them as to how each Trust intends to address these issues. Further meetings will be taking place to review progress and I will report further in forthcoming Newsletters.

Kevin Risley Branch Secretary

UNISON Welfare Octopus Lottery

UNISON Welfare is a registered charity that provides a unique confidential service just for UNISON Members and their families (including retired members). Every year they help thousands of members with grants, well-being breaks, free debt advice, and a wide range of support services.

To be able to provide this support they rely on UNISON members and branches to help with fundraising and the OCTOPUS Lottery Monthly Prize draw is one of the ways they can do this, 50% of the money raised from ticket sales is paid out as prizes, and 40% goes to help support the work of the charity. Administration costs are kept very low, at just 10%.

You can buy up to a maximum of 10 numbers at £1 each, which will be automatically entered into each month's prize draw. So unlike some prize draws you do not need to remember to enter each month- I signed up and have won £50 already !!

If you would like to participate in the lottery draw you will need to complete an application form which can be obtained by e-mailing me at -Jackie.robinson2@nhs.net or for further information about how UNISON Welfare can help its members, visit their webpage at <http://www.unison.org/WELFARE/>

Jackie Robinson

UNISON Application Form error ..

It has come to our attention that some of the forms inside the UNISON Application Packs have been misprinted, and this means that the information contained within Section 3 'What you will pay' may potentially mislead new members as regards how much they will be paying for their monthly subscriptions.

Due to the misalignment of the banding table columns, the 'per month' header appears at the top of the 'per week' column. Therefore, to check what your actually monthly union subscriptions should be, please see the table below:-

Jackie Robinson

<u>Annual salary (Pensionable –Contractual)</u>	<u>Monthly Subscription</u>	<u>Subs Band</u>
£0.00- £2000	£1.30	A
£2001-£5000	£3.50	B
£5001-£8000	£5.30	C
£8001-£11000	£6.60	D
£11001-£14000	£7.85	E
£14001-£17000	£9.70	F
£17.001-£20.000	£11.50	G
£20.001-£25.000	£14.00	H
£25.001-£30.000	£17.25	I

Late Joiners

If you're not already in UNISON then now would be a good time to join because if you find yourself in a spot of bother it'll be no good trying to sign up after the event because we will be unable to represent you in relation to that matter.

It has become increasingly common for non-members to approach us once they find themselves needing help and/or representation asking if they can join and be represented, and there has been some inconsistency as regards how Branch officials deal with these cases.

As a result this issue was raised as an agenda item at the branch committee meeting held on the 16th September 2009, and following discussion it was agreed that from that point on there would be no further concessions made for non- members in these circumstances.

Harsh though this may appear, allowing 'late joiners' to enjoy the benefits of UNISON membership, is actually unfair on those who have been members for some time and who didn't wait until they needed help before joining. There is also the wider issue of the cost involved in engaging Solicitors and other Legal assistance for members in things such as Professional Registration body hearings, personal injury claims etc.

So if you've been thinking about becoming a member but haven't yet gotten round to it, then PLEASE push it up your list of priorities... join now to avoid disappointment later ?

Jackie Robinson Divisional Secretary

UNION Learning Representative (ULR) Exiting development opportunity

The Branch and Trust were recently successful in a joint bid for funding to promote learning for staff, and we are looking for interested UNISON members to work with us on this project.

We are now recruiting Union Learning Representatives who's role will be to meet with staff and colleagues in their workplaces, to identify any training needs or personal development desires that they may have, to help them find suitable training courses, and to offer support when and where necessary to help with their career development.

The training opportunities and support you will offer is primarily intended for staff in Bands 1-4, although other opportunities may exist for other people in higher bands. Training and support is available to all qualifying staff in the Trust, whether a member of a trade union or not.

This is a very rewarding position and gives Union members a chance to get more involved with work in their Union and with their Trust, whilst not being 'on the front line' as far as Employment issues are concerned. You will link with the other ULR's forming a network offering support and guidance across the whole Trust. It also enables ULR's to consider their own career aspirations and possible opportunities to develop additional skills to enable progression into a different field of work.

In order to become a ULR you will need to be a member of UNISON. If you are not yet a member but you would like to become a ULR, joining UNISON is easy.

Full training as a ULR will be arranged. This consists of a 5 day course run by the TUC, which will be funded for you, and you will be entitled to paid time off work to attend.

The Trust has made a commitment to support this project, and will ensure you have adequate release time in which to carry out this important role.

Additionally you may have the opportunity to take related courses such as an NVQ in Information, Advice and Guidance at level 2 or 3 which is a recognised qualification.

If you are interested in becoming a ULR, or would like more information, please contact:-

Tim Killick Branch ULR Officer and Project Manager. Email; tkillick@eeas-unison.com

UNISON Officers Branch Officer Listing 2009

Please note where a Branch Officer has taken on other roles these are also listed below

Chairperson	Ross Stanton	07733225887	ross.stanton@eastamb.nhs.uk zolaisgod@hotmail.co.uk
International Officer & Equalities Officer			
Secretary	Kevin Risley	07866573149	Kevin.risley@eastamb.nhs.uk
Treasurer	Steve Beckley	07765423849	Stephen.beckley@eastamb.nhs.uk S.W.beckley@homecall.co.uk
Divisional Sec Norfolk & Suffolk	Barry Jarvis	07725065539	Barry.Jarvis@eastamb.nhs.uk
Divisional Sec Essex & Herts	Frank Ward	07767754590	Frank..ward@essexamb.nhs.uk frank.ward2@btopenworld.com
Ambulance Sector Representative			
Divisional Sec Beds & Cambridgeshire	Jackie Robinson	07890357493	Jackie.robinson2@nhs..net jrobinson@eeas-unison.com
Branch Health & Safety Officer	Alan Chamberlain	07736110725	alan.chamberlain@eastamb.nhs.uk alan@archamberlain.co.uk
Communications Newsletter	Eric Miller	07787644678	eric_miller@talk21.com Tele/ Fax 01603-737176
Herts County Lead Rep	Stuart Reeves	07772479434	sreeves@eeas-unison.com sreeves@btinternet.com
Young Members Officer and Membership Officer			
Education Co-ordinator	Ian Cook	07932680885	Ian.cook@eastamb.nhs.uk ikcook@aol.com
Welfare Job Shared with	Alan Chamberlain Carole Taylor	07736110725 07745549287	alan.chamberlain@eastamb.nhs.uk alan@archamberlain.co.uk carole.taylor@eastamb.nhs.uk
Non Emergency Services	Carole Taylor	07745549287	carole.taylor@eastamb.nhs.uk
Disabled Members & Norfolk County H & S lead	Dave Edwards	07884327916	dave.edwards@eastamb.nhs.uk redfire@googlemail.com
Information Communication & Technology	Darren Meads	07534900247	dmeads@eeas-unison.com
Pensions Retired Members Officer	Ian Mc Kenna	07870544241	ian.mckenna@eastamb.nhs.uk iantracey@mckenna2003.fsnet.co.uk
Craig Borrett (Interim) LGBT Members		07716890070	craigab@hotmail.com
Womens Officer Job Shared with	Carole Taylor NSC Lesley Hilton BHE	07745549287 07989786661	carole.taylor@eastamb.nhs.uk lesley.hilton@sky.com
Beds County lead Rep	Lesley Hilton	07989786661	Lesley.hilton@sky.com
Cambs County Lead Rep also Life-long Learning Rep// Branch ULR officer & Project Manager.	Tim Killick	07730703569	tkillick@eeas-unison.com
Essex County Lead Rep	John Davey	07713259924	johndavey@essexamb.nhs.uk
Suffolk County lead Rep	Tim Ingall	07920442315	tim@driftway.plus.com
Essex County H & S lead	Peter Kelly		peter.kelly@essexamb.nhs.uk Peter.kelly@talktalk.net
Arnand Pillai (Interim) Black members Officer		07904450087	Arnand.pillai@eastamb.nhs.uk anandm.pillai@ntworld.com
John Lee Interim Labour link Officer		07719660747	John.lee@essexamb.nhs.uk

Note- Please inform Communications if your details change in any way at all.

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Ambulance Branch.



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Pension threats

October 'In Focus' has highlighted what would be the real threat to the newly agreed Public Service Pensions package, should the Tory's win the next election. Below is only a snippet from the complete article. The full text can be downloaded from the UNISON website– infocus@unison.co.uk

Quote– “My vision over time is to move increasingly towards defined contribution rather than final salary schemes” for employees in the Public Sector, we have got to end the apartheid in pensions”

Those are the words of Tory leader David Cameron, and they give clear warning of what could be in store if the Conservatives win next years general election.

And he's not alone. The CBI, the institute of directors, the Liberal Democrats, the Taxpayers Alliance– which is pretty much the Conservative Party in mufti anyway, and much of the media have made similar noises.

They all talk of 'risk free' gold plated, unjust, unsustainable and unfair public sector pensions where spending is out of control.

Strangely enough they seem to be silent though, on the real gulf and unfairness between ordinary working people, whether working in the private or public sectors, and directors and other executives who collect huge pensions, usually final salary ones, on very generous terms.

As long as they go un-challenged on that, while talking loudly about the supposed unfairness and un-affordability of Public Sector pensions, the danger is that their version of pensions reality will become the commonsense view that everyone accepts, and the UNISON Members, Public service workers will pay the price.

That's why we UNISON members, activists and branches, and everyone who works in public services, needs to start challenging the myths and highlighting the realities of Public Sector Pensions.

Fortunately there is a new TUC briefing on the subject which gives ammunition to do just that. Its called– **Exploding Public Sector Pensions Myths.**

It can be downloaded from the TUC Website.

It simply lays out the most popular myths and accusations, and then demolishes them with the reality.

E.M. Communications