



SECamb Branch 20111



Courtesy of South East Coast Ambulance

NEWSLETTER

DECEMBER 2016



Legal surgeries for HQ & EOC staff

Our Branch stewards have been in discussion with a number of HQ / EOC staff members who are concerned over the direct impact to them of the move from 3 HQ's to the new site in Crawley, West Sussex. Issues such as how this move will affect them personally through additional mileage and excessive travel time getting to the new Crawley HQ are top of the list.

Therefore, to support our members, our UNISON Branch has arranged for Thompsons Solicitors to hold legal surgeries for members to speak to a UNISON Solicitor for legal advice around their personal circumstances and how the move will directly affect them.

As a high number of attendees are expected, our solicitor will give a presentation session, followed by question & answers on collective issues. Subject to timings, there may also be the availability for individual one to one consultations on day.

The 2 legal surgeries will take place on -

- **Lewes HQ Wednesday 18th January, held the in CEO Office 2nd floor.**
- **Banstead HQ Friday, 20th January held in the Boardroom.**

HQ members presently working in Coxheath are invited to either Lewes or Banstead and your travel expenses will be paid by UNISON at 45p/mile from Coxheath

All venue times are 13.00 hrs – 1600 hrs.

To make an appointment to see our solicitor, please email Ann Sephton Branch administrator secamb.unison20111@gmail.com with your chosen venue to attend, indicating whether you would like to attend a group presentation or would prefer a 1-2-1 with the solicitor. It is likely that the majority of concerns are generic, and therefore attending the group presentation will be of benefit as well as maximise the Solicitor's time to meet with as many members as possible.

To assist you in your legal session, it would be beneficial for you to bring along your current employment contract.

Also, we have been informed HR are offering a second wave of 1-2-1 meetings with staff, and UNISON advises you to attend these meetings if you have concerns over the move and how it directly affects you. Our reps would be happy to attend these meetings if a member requests us to do so.

Any further questions, please feel free to contact us.



JPF meeting this Friday

The next JPF takes place on Friday 16th Dec and amongst the topics being raised by the Unions are the following:

- **EOC restructure rumours.**
- **Responding to high risk addresses.**
- **The introduction of the Electronic Patient Report Forms (iPads) concerns answered.**
- **Band 6 for Paramedics progress.**
- **Policy updates and their introduction.**
- **Crawley update.**
- **Pension concerns (opting in /out).**

We are also asking for a clear and defined list of who is who in the Trust at the moment as there seem to be an awful lot of interim Directors and Managers of one sort or another.

Management Restructure Update

Especially for those directly affected, you will have seen the final plan as signed off by the Board. This ultimately makes quite dramatic changes to not only the roles but also the numbers of vacancies. In summary, there will be less CTL's in charge of larger teams and less Coms with changes in their Job description.

The Make Ready Manager role disappears and is replaced by three regional Make Ready Managers, one for each county. The 1-2-1's have started and we as union reps will be there to support our members through this stressful process.



Job Evaluations

Those trained in Job Evaluation are currently being kept busy with plenty of meetings.

It is good to see that the involvement of the unions is being appreciated by the Trust and that the correct process is now being followed to ensure fairness.



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Paramedic Band 6 Update

The Nationally agreed banding of Paramedics into Band 6 has confirmed that the highly responsible and demanding role is being recognised at last. The concerns over funding have finally been resolved with NHS England stepping in to ensure a 1 January 2017 start date. (see recent email for full details).

The work will then have to start work on how we can get both Technicians and ECSW's up to the appropriate band too – see below. The job doesn't stop there as the HA's in 111 need to be considered as their wholly inadequate Band 2 needs to be reviewed.

Technicians, Advanced Technicians & Equal Pay for Equal Work

With all the good news about Paramedics about to benefit from their Band change, it is important not to forget about the long unresolved issue of Technicians and Advanced Technicians roles and payments. In case you are not aware, SECamb

made an arbitrary cut-off date for Advanced Technicians of 1 April 2006. Technicians taking up their post after that date are presently barred from progressing to Advanced Technician – clearly this is unfair, and may be illegal. If you are one of the Technicians who started working in that role after April 2006, could you please contact Nigel Sweet (nigel.sweet@secamb.nhs.uk or 07554 437181) who is actively working on resolving this situation within the next few months - the more Technicians involved, the better. The amounts of pay involved are over £2k per year.



The Future OF SECAMB

We welcome Joe Garcia as the new Interim Director of Operations and look forward to meeting him and working with him in the near future.

The recent news that Secamb is facing a massive shortfall in funding next year of up to £40 million (over 20% of our 999 A&E budget) comes at a time when our Trust is already in the red for the first time ever by over £7 million.

<http://www.bognor.co.uk/news/health/ambulance-service-facing-eye-watering-40m-underfunding-1-7714627>

UNISON has backed SECAMB Board moves to secure proper funding from the Commissioners (the 22 Clinical Commissioning Groups across the Trust's area) by calling for arbitration before the deadline of 23 December.

It is clear that the Government's continuing drive to save money in the NHS will lead to some potentially life-changing events in the Trust. We are listening to the rumours across the country where the "Back to Basics" message is being heard loud and clear. This could mean the need to save money across the whole Trust despite demand still increasing.

We watch with some concern the discussions by SECAMB Board, and even other trade unions, over the future of Specialist Paramedic roles of Critical Care Paramedic and Paramedic Practitioner. Of course, UNISON speaks on behalf of all its members and will not allow short-term cost cutting to adversely affect patient care or members' careers. We are all affected by talk of cuts, and we all seem to be working as hard as we can without any reassurance that it's going to get any better for some time yet.



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Support in Stressful Times

It is becoming increasingly obvious that the enormous pressures on every one of us are leading to an unprecedented increase in Stress, Anxiety and Depression.

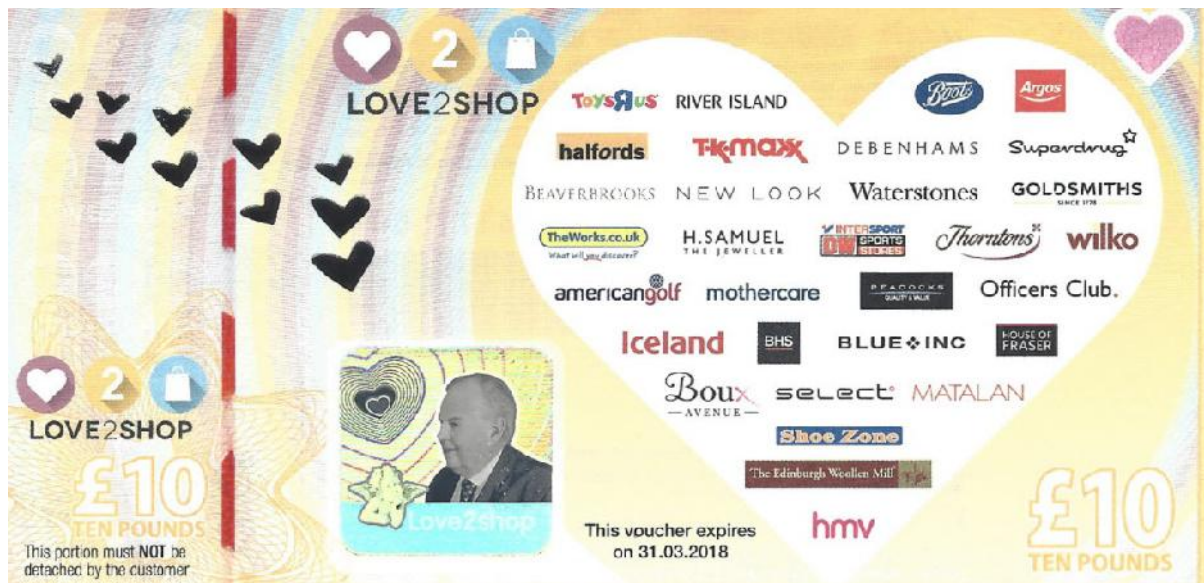
Some have found it almost impossible to face another day of late finishing, being stuck on scene waiting for back up for hours, failing to get meal breaks at a realistic time and queuing in hospitals for hours and hours.

Please take the time to look at yourself and how your Health and Wellbeing is at the moment and also look at your colleagues and friends and be there to offer an ear or a shoulder to lean on.

If you feel you need support don't leave it until you are broken but make use of the welfare support offered through the Trust and especially through UNISON. Our Welfare team can not only give great advice and support but also help you to find the most appropriate help outside the Trust. It is also a known fact that front line staff in the emergency services are amongst the highest at risk of PTSD and professional care and support for those affected is the only way to give the help where it is most needed.

Recruit a Friend

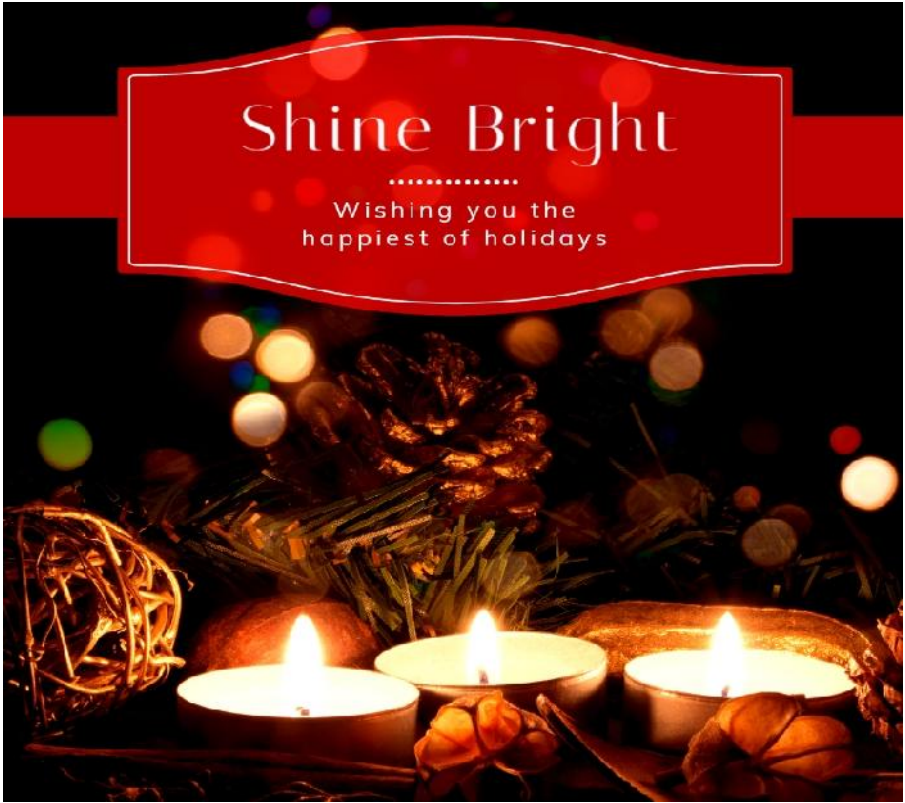
Don't forget that you can earn yourself a £10 shopping voucher when you help recruit a friend or colleague to UNISON. Just ensure your name is given when the recruitment form is completed and you'll get your £10 asap.



CONTACT DETAILS FOR BRANCH OFFICERS

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With best wishes from UNISON