



SECamb Branch 20111



Courtesy of South East Coast Ambulance

NEWSLETTER

January 2018

NHS111 Developments

Like 999, NHS111 had an exceptionally busy festive period with over 61,000 calls. Staff were worked extremely hard, and our staff showed tremendous strength in supplying a safe service. Also, there has been an increase in workload following the call split that was designed to give Ashford 111 and Dorking a 50/50 split. This hasn't worked out, with Ashford 111 getting National calls added to their call load.

There has been work on-going to bring in a higher/different rates for unsocial payments for the HA's to help with pay rates and staff retention. This unfortunately has been stopped as our NHS Agenda for Change terms & conditions do not allow this system to be used by the ambulance service. There is now work on-going to use AforC recruitment and retention payments to attract staff to the role and retain them.

Recruitment of UNISON members in SECamb NHS111 is still very good with an average of 2 or 3 per month recruited.

Work still continues for hub working with out of hours services to form clinical hubs for more integrated service.

Congratulations to Mick Beadle (Clinical Advisor) at NHS111 who has recently completed his UNISON stewards course and is keen in getting involved with Branch business and helping our members.



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Paramedics – NQPs, Band 5 and Band 6 pay

Clarity on their scope of practise and pay is still missing for many paramedics. For UNISON stewards, one thing is very clear though – SECAMB must pay Band 6 for Band 6 work, and we oppose any paramedic performing a Band 6 role for only Band 5 pay.

Below is the latest statement from all the NHS unions that we are working from -

Ambulance Paramedic National discussions – November 2017 joint update

Ambulance employers, National trade unions and NHS Employers have been working closely together over recent months to progress the requirements of the National agreement on Band 6 paramedics. Specifically, we have been working to resolve issues relating to:

- agreeing a fast track scheme for the Newly Qualified Paramedic (NQP) consolidation of learning programme: and
- agreeing a National Band 6 Job Description.

In addition, concerns have been raised regarding those NQPs, who have been affected by the retrospective application of the National agreement (agreed on 8 December 2016, partly backdated to 1 September 2016) and we have engaged in joint discussions to address these concerns constructively.

This briefing seeks to provide an update on each of these points in respect to the ongoing discussions and improved offer, which trades unions have now accepted. Agreeing a fast track scheme for the Consolidation of Learning Programme

Agreement has also been reached on development of the fast track programme for newly qualified paramedics. Some NQPs may be able to gain confidence and capability, particularly if they have previous relevant experience, to move through the consolidation of learning period in less than two years. Candidates will need to provide evidence they have met all competencies and undertake a panel review. Following extensive discussions, a process document will be published which will provide information on how the programme will operate in practice. Employers and local trade unions will work together to implement the programme as soon as possible in each of the respective Trusts.

All Trusts have now launched their consolidation of learning (COL) and clinical validation/support processes. A commitment from the Association of Ambulance Chief Executives has been given to now fully embed these programmes. Progress will continue to be monitored through the NHS Improvement and NHS England Ambulance Improvement Programme.

Agreeing a National Band 6 Job Description

The National agreement referenced the development of a new paramedic job description and this has been undertaken with feedback from across Employers and Unions, including a local consultation process. As a result, agreement has now been reached on the final version of the National Band 6 Paramedic Job Description. Joint discussions are continuing in respect of the implementation of this aspect of the National agreement and further information will be circulated shortly.

Resolution for NQPs impacted by the retrospective application of the National agreement

Following extensive discussions, the Trade Unions have accepted an offer from employers which relates to the NQPs who were impacted by the retrospective application of the agreement. As a result of the agreement reached, the following actions will be applied to newly qualified paramedics, employed between 1st September 2016 and 31 March 2017. This refers to newly qualified paramedics, registered with the HCPC and who commenced employment in one of the 10 English Ambulance Trusts or Isle of Wight NHS Trust as a paramedic between these dates at Band 5, not subject to the job matching process.

- for these staff, at their 12-month anniversary of employment (the Start Date) as a newly qualified paramedic, they will automatically progress to Band 6 (spine point 21), and
- for these staff, at their 12-month anniversary of employment (the Start Date) a review will also be undertaken to consider what remaining elements of the consolidation of learning programme they require to support their ongoing development. This includes the consolidation learning outcomes of clinical, professional practice, leadership, mentoring, wellbeing and resilience and reflective practice. A commitment to undertake any outstanding training or development will be required over the following 12 months, with appropriate support and/or training put in place by employers.

Employers are working to implement this agreement. NQPs will need to participate fully in the review process and commit to undertake outstanding training or development. The processing of this agreement will be undertaken and communicated locally and will be completed by 28 February 2018. For newly qualified paramedics, employed between 1st September 2016 and 31 March 2017 pay at band 6, spine point 21, will be backdated to their 12-month anniversary of employment (start date).

Letters have been sent from SECamb to affected staff, but if you need any further clarification, please contact your Branch reps.

Decisions on changes to Unsocial Hours wage payments

After the SECamb consultation last year on proposed changes to unsocial hours (USH) payments, discussions are on-going with leading Operations Management and Staff-side Reps. A document for final consultation with staff will be issued soon. This aims to build on progress our negotiations and clarifications have so far achieved. Issues of fairness that have previously been raised by members have been addressed, with commitments to Agenda for Change being more rigorously adhered to, and legal action success by UNISON Nationally being taken into account in relation to annual leave and maintaining USH percentage.



Technician Banding and 'Technician/Advanced Technician' role

The long-running Grievance to achieve pay equality for all technicians in SECamb failed its final appeal in December. Despite the tenacity of everyone involved, the Grievance process is now exhausted after almost 3 years but with no positive outcome.

A legal view is now being sought as to whether we can get professional legal representation at ACAS Arbitration and an Employment Tribunal to take the case further. In the meantime, and working in co-operation with the other SECamb unions, we are working to get the Technician role officially Job Evaluated under Agenda for Change rules.

In line with many other UK ambulance Trusts, we expect this to produce the SECamb Technician role to be evaluated as Band 5 and expect SECamb to honour the outcome, with any issues around backdating to be negotiated.



Crawley HQ and EOC

Initial management announcements of the successful transfer last year to the new Crawley HQ and EOC have proved to be over-optimistic. Nothing short of a staffing crisis is being endured in our West EOC, with the needs of training for the new CAD system and ARP working adding to pressures endured by staff and consequently by our patients with increased response times.

UNISON reps have been part of work to improve staff retention especially among EMA 999 call-takers where various new ideas are being tried. We welcome your views and ideas for any innovation that could improve matters in our EOCs. Simple, radical or even drastic ideas will get our attention and our support if we believe they could work, so please email or phone Pete 07500 991967 or Nigel 07554 437181 asap.

Wellbeing Hub launch

The New Year sees the official launch of the new Wellbeing Hub headed up by Angela Rayner (no, not the Shadow Education Minister). This important new service for all SECamb staff, including Bank and volunteers, will be a central point of contact for a whole array of services and advice for staff – from TRiM after those difficult jobs, to finding alternative roles when you aren't fit to carry out your own job, to physio treatment and lots more besides. After raising initial concerns around services for Bank staff, UNISON reps have been assured that all services are available but where Bank staff work elsewhere in addition to SECamb, they will have to show that any injury for physio treatment was incurred while working for SECamb.

SECamb UNISON Branch – alongside some of the other trade unions – have sponsored promotion events and provided items of furniture to enable this new staff initiative to hit the ground running. Please do use it and ensure your fellow staff/crewmates know about it too. See The Zone link for more information.

Progress towards SECamb leaving 'Special Measures' & CQC

UNISON Branch Reps are supporting the efforts of the Trust to achieve objectives required by the CQC, and backing all staff willing to go the extra mile to springboard SECamb out of 'Special Measures'. A mountain of new and revised SECamb

Policies and Procedures has already been agreed by the SECamb Executive as well as Staff-side Union Reps at special monthly Joint Policy Forum (JPF) meetings. Yet more documents are still to be agreed but we're all working towards completion early this year.

Another Care Quality Commission (CQC) inspection has yet to be set, but a spring or summer visit seems likely. If the results are a further improvement on last spring's inspection, then 2018 may be the year SECamb returns to something like 'business as usual', although without a significant change of heart from the Government and its level of NHS funding, we may still not be providing the quality of service we might like to.

WELCOME to all new Branch members and to our new Stewards especially Ashford MRC and NHS111.

And could you offer a helping hand to our members?

Our union Branch is always on the look out for new volunteers to become UNISON Stewards. It's a great way to help fellow members in SECamb deal with issues like Disciplinary Hearings, Grievances and Sickness reviews. You could even help as part of the staff-side team forming and agreeing new SECamb policies and procedures.

You'll get UNISON's own training to become an accredited ERA Union Steward as a first step, then shadow an existing steward before starting on the more straight-forward cases. All time you give for training and representation will be paid at your standard SECamb pay rate under an agreed arrangement with the Trust for 'facility time'.

Want to know more? Contact Branch Secretary Pete Steventon or Senior Steward Nigel Sweet.



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.

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Website address:

<https://www.secamb-unison.org.uk/latest-news>



Training Courses are available to anyone wishing to become a Representative. Just contact Ann on secamb.unison20111@gmail.com and she will send you all the necessary paperwork.