



Branch Secretary's update

Well this will be a month that lives long in the memory. Firstly, I would like to express UNISON YAS Branches sincerest condolences to the family of Jo Cox MP, for what was a truly horrendous event. For the members of YAS staff that were involved in the whole incident from control room to at scene and everything associated, the praise you received for your actions was fully deserved. It is such high profile incidents like this that show what superb work in the most difficult of situations our members provide.

The EU referendum has been the topic on almost everyone's lips over the last few months, with the ballot finally taking place and an Exit vote coming through by a narrow margin, thus leading to the resignation of the Prime Minister. This will obviously now cause much debate, and over the next few years we will see how this will affect the country as a whole. There are certainly interesting times ahead.

Finally I wish to welcome the new Chairperson for Yorkshire Ambulance Service NHS Trust Kath Lavery.

.As with all change it offers an opportunity to move the Service on with fresh ideas and hopefully a forward thinking approach that embraces the ethos of Partnership working that not only helps improve the service to the public of Yorkshire, but also the working lives of our members. The latter point being the one that is all too often pushed down the list of priorities, but in reality is the one that if embraced would have the biggest positive impact on the former point of service delivery to the public.

Kevin Fairfax

National consultative ballot

The results of the national consultative ballot are conclusive and show that ambulance staff in England are prepared to take part in industrial action, including strike action, if the government does not deliver on the promises made in 2015

UNISON ballot results show;

93% of staff were prepared to take action short of a strike

77% of staff were prepared to take strike action

Overall turnout **41%**

We will be calling on the government to make a real commitment to ambulance staff within clear timescales. If a genuine effort to avert dispute is made, we will pause the Industrial action to hold constructive discussions.



LeedsPride™

your city your pride

Sunday, August 7th 2016

Leeds Pride event will commence at millennium square, Leeds at 10am, an itinery is supplied below.

YAS are supporting this event please see The full YAS flyer for further information.



10:00	<i>Ambulance vehicle to arrive at Millennium Square</i>
11:30	<i>Entertainment begins at Millennium Square</i>
12:00-12:30	YAS staff to gather at parade ambulance/City Museum Steps opposite Millennium Square for briefing and vehicle dressing
14:00	<i>Parade 'moves off' from Millennium Square</i>
14:00	<i>Entertainment to begin at Lower Briggte</i>
14:35	<i>First float to drive pass Lower Briggate onto Sovereign Street</i>

Are you being underpaid? Do you want the money that you could be owed?

Two recent legal cases on holiday pay mean that UNISON members have claims for underpayment if they did not receive their normal pay when on annual leave.

In the first – known as the Lock v British Gas case – the European court ruled in favour of a UNISON member who argued that paid annual leave should include commission payments if these were part of normal pay.

And recently, the Employment Appeal Tribunal (EAT) ruled in another case that overtime payment should be included in holiday pay if members work overtime regularly.

The EAT took the UNISON Lock judgement into account when it reached its decision.

Unison have already achieved significant success in our pursuit of holiday pay claims on behalf of our members. Many employers have already entered into collective agreements that avoid the need for further individual legal cases and ensure that members are not disadvantaged financially when taking holiday leave.

YAS have stated they will come to an agreement within six months. However this means many claims will be out of date therefore UNISON Branch committee urge members to continue to submit claim forms at this time.

Members need to have submitted a claim within 3 months of taking an annual leave day, if you had the 3rd May as an annual leave day, we need to have submitted your employment tribunal case before the 2nd August, so members need to act fast so they don't miss out on what they are entitled!

The forms have been pre-filled with as much generic information as possible, please just complete the sections requested and photocopy your last 12 pay slips or print your last 12 from ESR and submit your form to; Holiday Pay Claims, UNISON, Commerce House, Wade Lane, Leeds, LS2 8NJ.

PLEASE ACT QUICKLY SO YOU DON'T MISS OUT!

TAX REFUNDS

Members in Barnsley hospital have raised concerns that they filled in forms to reclaim tax from an apparently fraudulent company. This is known as **Tax Reclaim Ltd**, who have been setting up stalls in a number of hospital restaurants. Staff then have unwittingly authorised HMRC to refund overpaid tax to the company, which is later found to not exist.

The hospital Trust are saying they were not aware of the stall and had not authorised their presence. Any one affected has been directed to Trading Standards, local security management and the Counter Fraud team. Barnsley branches will be raising it with the employer as a serious concern. This does not appear to have occurred within ambulance Trusts as yet but please do not fall foul of this it is simple to submit your own tax refund;

Firstly contact the HCPC (if applicable) and ask for a breakdown of your payments of the past five years. Registrants with other professional bodies may be eligible also.

Secondly work out your UNISON subscription payments for the past five years. (Subscription rates have not increased but may have altered if your pay band or role has changed).

Contact the Tax Office and request to claim tax relief on any combination of the above. Your tax code will be changed and you may be eligible for a refund.

AP PAY CAP, BANDING AND TRAINING ISSUES

After long but productive talks with the Trust, it has been agreed that the AP Cap in band 4 has now been removed; all AP's are to be moved up a pay point, back paid to January 1st 2016. This will then act as your new incremental date. Your June pay slip should show your new pay point, however back pay may appear on the July pay slip.

This means that any AP currently on pay point 15 (without protection or not on Paramedic course) will be moved to pay point 16 in Band 4, all others below that point will see that they will move up a pay point and will now be able to progress to the top of Band 4.

Any AP's that are still receiving pay protection will have that pay protection lifted and be placed back on the correct pay point that ensures there is no loss of pay with the removal of the protection. We understand that there may be individual cases that need to be looked at to ensure fairness; this has been agreed by the Trust.

AP's that are on the Paramedic course will be moved to pay point 17, back paid to January 1st 2016, any AP that has completed the course will be looked at retrospectively to ensure no loss of pay and to ensure that they are now on the correct pay spine.

This means that once an AP has completed the paramedic Training they will move over onto pay point 18 in band 5 for one year before moving up into Band 6 at pay point 21.

There is an expectation that all current AP's will complete the 2 day refresher course, that has been agreed isn't pass or fail, and then continue with YAS as EMT 1's.

Personal Injury



Thompson's solicitors acting on behalf of Unison YAS Branch have recovered **£1,400,000** compensation in the last year. Clearly this will help staff recover from their injuries and plan for the future but does not negate the need to reduce accident and injury. The branch is working on reducing accidents at work but need the staff to raise issues both on DATIX and notifying the branch of concerns.

If you suffer an injury at work please contact UNISON Direct 08000 857 857 to receive advice and claim forms from Thompsons solicitors. This is completed over the phone and any paper work will be forwarded directly to the member.

If the injury may be considered an industrial injury then please request Temporary Injury Allowance forms from your Line manager or HR Business partner.

To increase the potential for acceptance of the forms, please include as much detail as possible, e.g. Hospital/GP/physio reports, statements from witnesses, photo's of the scene or injury if applicable or practical.

Please contact your station rep or committee member for further advice, support or representation in meetings.

Health and Safety

Driving

The Trust has reformed the Accident Reduction Group, this is looking at the vehicle accidents which are on the increase. This is especially in the area of low speed incidents predominantly reversing. UNISON urge staff where possible get colleagues to guide them when carrying out these manoeuvres. Where reversing aids are fitted these should preferably be working. If they are not report to fleet to enable repairs to be undertaken. Vehicle accidents at work can impact on individuals even when no injury is caused due to an increase in personal Insurance costs. All accidents should be declared to their insurer regardless that it was not in their personal vehicle at the time failure to do so could invalidate insurance in some cases.

Idling vehicle engines in garages

An issue has been raised with regards vehicles been allowed to idle and run in enclosed garages. It is documented that particles emitted in diesel engine smoke can lead to some cancers and links are been made to other medical conditions. As yet no guidance from the UK Health and Safety Executive has been issue. UNISON would ask staff not to leave vehicles running especially in enclosed garages. Where fitted Local Exhaust Ventilation should be used to remove fumes. If vehicles are not holding charge for things like tail lifts to work then this should be raised with fleet through the fleet Helpline. If vehicles have shoreline charging these should be plugged in when not in use. UNISON are currently discussing the issue with the YAS Management.

Bariatric Incident Support Vehicles

The Trust has had these vehicles for a while now and these are well utilised in some areas. UNISON have been working and pushing for a improved and unified deployment process across the whole organization. Finally it would appear that improvements are underway which will resolve some of the issues. UNISON would urge staff when faced with moving Bariatric or patients with complex manual handling needs and as part of the Dynamic Risk Assessment carried out when moving patients consider requesting the support of this vehicle and appropriately trained staff. We are working with the Trust to develop standard operating procedures and associated procedures. this will both increase the safety for staff and greatly improve patient care across YAS. We will keep staff updated as this develops.

Manual handling

Manual Handling is still a leading cause of staff injury and sickness across the organization. As part of the work to reduce this a Survey is been prepared jointly with YAS Health and Safety Department. The aim is to encompass the equipment used and issues faced in using which in turn will hopefully bring improvements for staff and patients.

PTS

Due to the recent changes in PTS, UNISON has held PTS meetings in each area to capture member's thoughts and concerns. This has highlighted several points;

Oxygen- patient on their own oxygen can now be transported in saloon cars or by single handed staff.

The Trust has stated;

The member of staff does not have responsibility for the oxygen administration

Call 999 immediately if a problem should occur with the oxygen or the patient becomes unwell.

The patient is responsible for providing a bag in which to secure the oxygen. This bag should have straps which will secure the oxygen to the rear of the passenger seat (not behind the driver's seat).

Meal breaks

UNISON H&S are in discussions with the Trust with regards to meal break provisions and [the serious concerns around](#) carrying of food on vehicles. Further information will be forwarded as discussions progress.

Auto planning- This has been trialled in Leeds before being rolled out in West Yorkshire this week. This is a huge change to the way both Comms and road staff have previously worked. We would ask staff to follow the planned routes as that will provide a true indication of how the system works. This will also provide the evidence to make tweaks and changes to the system where necessary.

The issue of late finishes on PTS has been raised and is currently being challenged with management. It could be an issue with the new auto planning system or potentially it could be other issues impacting on planning. However whatever the reason this is an issue that needs to be resolved, although we accept that on occasion members may finish late, enforced overtime is most definitely not acceptable. I would ask members who are affected not to get into arguments or disagreements with members of planning staff, but please put in a grievance (issue resolution) and including unison@yas.nhs.uk within the email.

Band 2 vehicles

The new band 2 vehicles have a configuration issue; this means that when a standard wheelchair is in place the lack of space reduces the ability to use the side door.

Some older Movano ambulances have NMI king rips seats, in the vehicle configuration meeting on April 7th it was decided that these seats cannot be used as normal seating because they have no armrest, also using double straps is not allowed...

Just to remind you that if your vehicle is fitted with a winch please use it for your own safety, if there is no winch or if the winch is not working please report it, with any injuries as a result of a lack of a winch being reported on Datix.

For all of the issues above, please contact unison@yas.nhs.uk so we can collate evidence and provide support for members.

Doncaster Race Day

Here's the exclusive special ticket offer for UNISON members:-

Saturday 30 July 2016

'2 for 1' Grandstand Tickets

Total price £13 (2 tickets)

Offer closes 5.00pm on 22 July 2016

Children under 18 go free when accompanied by an adult, and are not required to have a ticket. ID may be required.

Please note: There will be a £2.50 transaction charge per order except for purchases of four or less tickets

To book tickets call 01302 304200 and quote 'the UNISON raceday offer', your UNISON membership number or UNISON branch code, YAS code (20118)

Ancillary Staff

Update of cleaning duties

UNISON have been updated that the station assessments, which were planned to look at the workload for all areas, have been postponed due to management changes and an overall review of the department. We've been told this review will be finished this week. After that the more detailed assessments will start.

In the mean time it is confirmed that extra staff are still being employed to travel around stations to do the additional duties(ET rooms etc) so it is not expected for staff to include them in their normal duties. Overtime is available to complete these duties if staff want it.

Would you like to become a representative?

We are always looking to encourage and recruit new reps in the workplace. Stewards and workplace contacts are invaluable in the workplace, collecting members views, raising issues, forwarding information from the Branch and generally being the eyes and ears of the union.

If you feel you would like to become a workplace representative, please contact unison@yas.nhs.uk or approach your local committee member for an informal chat. Full training and support is provided.

LIGHTHOUSE FINANCIAL ADVICE

Would members be interested in Financial advice day surgeries?

The branch held several surgery days last year which members found both informative and beneficial, providing an opportunity to have a 30 minute consultation with a financial adviser.

Lighthouse Financial Advice is a firm of Financial Advisers who provide advice to members of UNISON. They have c200 fully qualified advisers throughout the UK who are committed to providing all clients with the same standard of excellent, professional service.

the adviser will be able to provide guidance and support on financial matters such as:

Retirement planning

Investing for income and growth

Protecting your family

Pension advice

Redundancy

Alternatively members can book individual meetings which will usually take place in the comfort of your own home. There is no time limit on the duration of the meeting and it is without charge and commitment on either side.

Both of the above services are free to UNISON members, with the exception of Pension changes/transfers - which may incur a fee,

To express and interest in booking a day surgery in your area please contact unison@yas.nhs.uk.

For individual appointments please contact the number supplied below.



LIGHTHOUSE FINANCIAL ADVICE

PROFESSIONAL FINANCIAL ADVICE FOR UNISON MEMBERS

UNISON plus+

- Savings & Investments
- Pensions & retirement
- Insurance & protection

For your **FREE** consultation with no commitment call John Duffy on **07535 991722**

john.duffy@lighthousefa.co.uk

School uniform grants

UNISON There for you school uniform grants are available to support lower paid members who face financial difficulties. These are one-off grants of £40.00 per school age child, up to a total of £120.00

To be eligible you must be:

- A member who has paid 4 weeks subscriptions before the launch date of this programme (23/5/16)
 - Have a total **net** annual household income of £18,000 **or less**. [
- Responsible for meeting household bills and struggling to pay them
- Financially responsible for the child/children.
- Not eligible for funding for uniform costs from your Local Authority

Further information and application forms can be found on our website www.uyab.co.uk— latest news section.

The closing date for receipt of applications is 15th July 2016

There for you (UNISON Welfare) is UNISON's own registered charity offering a unique confidential service supplying advice and support just for UNISON members and their families offering,

Financial advice

Wellbeing breaks

General advice

UNISON debt line

there
for you
supporting UNISON members
when life gets tough



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For UNISON assistance contact UNISON Direct 08000 858 857