



## March 2016

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## Branch Secretary's Update

February and March have been busy months with some notable victories and positive movement in many areas.

Firstly Band 6 has been agreed for Paramedics starting from 1st April 2016, the finer points of progression have still to be discussed with the Trust.

PTS are undergoing transformation and discussions are ongoing presently, the Fleet department is also in consultation with regards to a rota change.

UNISON are assured South PTS contracts are secured for 2016.

UNISON are pushing the Trust to pay overtime for apprentice staff who work enforced end of shift overtime. We are waiting for a response from the Trust.

Following the Annual General Meeting there have been a few changes to the committee, Shaun Hobson has decided to stand down as Branch Chair, returning to a South Convenor role. I would like to thank Shaun for all of his hard work in the past 12 months. Bryn Webster has been elected as Branch Chair for the coming year.

Our updated website should be up and running in early April, please subscribe to our updates at [www.uyab.co.uk](http://www.uyab.co.uk).

Once again, if there is an item that you feel should be included or something that would benefit our members in other areas then please contact us so we can involve you in the next newsletter.

*Kevin Fairfax*

Branch Secretary

## Paramedic Band 6 Rates of pay/skill level

As you will be aware, Band 6 has been secured for paramedics within YAS. This will be effective from 1st April 2016.

Further discussion will take place with regards to the progression through Band 6. members will be kept informed of developments.

Unison member's have raised concerns around the rate of pay whilst undergoing paramedic training and how they will fit in to the new Band 6 agreement. UNISON is collating information from members and all of these issues will be addressed with the Trust in a meeting due to be held early in April. This includes ECA evaluation, AP-Para, AP pay cap and EMT2 roles.

The Trust lifted the AP (pp15) pay cap on 1st January 2016)

# Annual General Meeting

The Yorkshire Ambulance Branch Annual General Meeting was held on 10th March 2016 at Buckles Inn, A64, York., in line with UNISON rules.

Some changes were made to the Branch Committee, Shaun Hobson stood down as Branch Chair, returning to a convener role in South. Bryn Webster was elected as the new Branch chair, the committee wish to thank Shaun for his hard work over the past twelve months and welcome Bryn into the Branch chair role.

The Branch also welcomed William Lindley as the newly elected welfare officer, Arthur Loughborough as the Labour link officer and Javed Chaudhary as South convener.

Other committee positions remained uncontested, an updated Branch committee list will be circulated shortly.

## Safer Responding SOP

The new Safer Responding Standard Operation Procedure (SOP) was launched in February 2016.

This SOP is based on the joint decision making model which allows for communication between the DCA/RRV and EOC.

If hazards are identified the model must be implemented within EOC.. Information from scene is received and **must** be shared with the attending DCA/RRV in order for the clinician to make a dynamic risk assessment prior to arriving on scene..

**The final decision ALWAYS Lies with the attending DCA/RRV .**

## EOC

The new Ambulance response Programme is now in phase 2. Please would any members, especially EOC members forward any comments or questions to [unison@yas.nhs.uk](mailto:unison@yas.nhs.uk).

A working group has been established for some time, consisting of various departments within the Trust and staff side representatives, to ensure effective implementation of the SOP. The group will continue to meet and review any incident and issues at they occur, and adjusting the SOP accordingly.

**Would members please continue to Datix incidents, including any where the model appears not to have worked . Calls are reviewed and monitored and each Datix is fully reviewed.**

EOC contacts are;

### EOC Convenor

Sharon Clothier 07736 682027

### York EOC

Lauren Fairbank 07817 386846

### Wakefield EOC

Sarah Brown 07590 021246

William Lindley 07554 339593

## Holiday Pay

Following some recent Employment Tribunal and Employment Appeal Tribunal outcomes the NHS Employers issued guidance suggesting that Employers should include average overtime payments when calculating employees pay for annual leave. Despite this YAS are not paying it and individuals are having to go through a legal process to get it.

UNISON have been successful in getting settlements and collective agreements with many employers, UNISON Have raised this raise issue with the Trust and are awaiting a response. In the meantime all staff who work overtime on a regular basis need to contact the branch.

There is a standard grievance that you need to submit through the Trusts Issue Resolution (Grievance) procedure. The grievance is pre-written and just requires the name of your immediate line manager adding and your signature. You will also need to complete and submit a Holiday Pay Case Form with guidance from the branch.

**Members must act quickly, most tribunal claims need to be submitted within three months less one day from the date they were incorrectly paid. I.e. The pay date following a period of annual leave.**

Once a case form has been submitted to UNISON's regional office the claim will be considered and members will be contacted and advised as to whether the claim has a reasonable prospect of success. Not all cases will be successful as the outcomes of the ET's were not 100% definitive in certain aspects of the cases. It would require a whole article to explain the 'whys' and 'ifs' and there would still be a potential for missed opportunities so it is best to submit your case for regional consideration.

Some members have already been successful in claiming payments back.

Holiday case forms, grievance letters and guidance are available on the UNISON website

[www.uyab.co.uk](http://www.uyab.co.uk)— and can be found in the 'latest news' section, also a link to the website is available on or Facebook page—UNISON Yorkshire Ambulance Branch.

Please contact [unison@yas.nhs.uk](mailto:unison@yas.nhs.uk) with any queries.

## H&S

UNISON are working with the Trust and staff side colleagues on manual handling issues. A working group has been created, the group are reviewing incidents, looking at the equipment used and training currently undertaken.

This includes bariatric patient care and transport from both A and E and PTS perspective .

The incidents of staff being injured is high and has in some instances has been career ending.

If staff have suggestions or issues please contact;

Ian Lawrence 07885 576309

Bryan Bell 07984 026725

It has been noted that some service stickers have been removed from Defibrillators on vehicles. This may lead to patient safety issues if the Defibrillators are then overlooked for servicing. The Trust have released a bulletin stating this practice should cease.

The Trust are also considering the use of different equipment for use on RRV's, If any members have any comments or ideas please forward them to

[unison@yas.nhs.uk](mailto:unison@yas.nhs.uk)

### Had an accident 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.

The primary function of the TIA is to recompense employees who have temporarily lost income due to an injury or illness as a result of work. The allowance will top up NHS sick pay (or earnings when on phased return on reduced pay) and certain other income i.e. contributory state benefits, up to 85 per cent of pay (<http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/nhs-terms-and-conditions-of-service-handbook/nhs-injury-allowance>).

However, if the TIA application is accepted, then the sickness absence period will be removed as a trigger for attendance monitoring purposes.

To increase the potential for acceptance of the forms, please include as much detail as possible, e.g. Hospital/GP/physio reports, 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.

# TAX REFUNDS

Do you wash your work uniform at home ?

Are you a UNISON member ?

Then you may be entitled to claim tax relief. Several Tax Refund Services advertise on social media and websites however it is a simple procedure to claim this yourself.

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.

## Quick tips— for all staff

- Remember to cancel annual pre booked annual leave whilst on sick leave (preferably before the leave commences).
- When returning from sick leave please check the absence has been correctly recorded on GRS and insist it is amended if incorrect. There have been instances where PAM have incorrectly recorded return dates, this appears to be more of an issue if returning onto rest days. UNISON have highlighted this issue with the Trust and have been assured this has now been resolved
- **ALL members can carry over up to 37.5 hours of annual leave** into the next financial year, pro-rata for part time staff. This has been reaffirmed and agreed with management at March JSG meeting.
- Always request representation for sickness meetings, particularly if you are being placed on an absence monitoring period.
- If absent due to sickness on a bank holiday 7.5 hours will be deducted from the member's annual leave (pro rata for part time staff). This only applies to members who have bank holidays included in their annual leave allocation. This can be found in A4C terms and conditions section 14.9.

**Member benefits: summary**

UNISON membership gives you essential cover, wherever you work. Our full range of benefits includes:

advice, support and help when you need it at work

a helpline that is open until midnight during the week and 4pm on Saturdays

legal help for you at work and your family at home, subject to certain eligibility criteria

financial assistance and debt advice in times of need

compensation support for accidents and injuries at work

a range of exclusive member discounts that can save you and your family money when you are shopping, buying insurance or looking for a holiday

education and training advice and courses, leading to vocational and professional qualifications

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

For more information - <https://www.unison.org.uk/>

there  
for you  
supporting UNISON members  
when life gets tough



UNISON Plus deals add real value to UNISON membership: over time members can save the cost of their UNISON contributions many times over. UNISON chooses reputable companies that provide value and good customer service.

<https://www.unison.org.uk/member-benefits/exclusive-deals-offers/>

## Contact us

To keep updated with our latest news please subscribe to our website

[www.uyab.co.uk](http://www.uyab.co.uk)

Add your chosen email to the 'subscribe' section and verify through your email account to receive updates and information.

Contact us:

[unison@yas.nhs.uk](mailto:unison@yas.nhs.uk)

Springhill Office 01924 584223

South office 01924 584285

UNISON Direct 08000 857 857

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