



UNISON Yorkshire Ambulance Branch



UNISON Industrial Action - 11TH January update

As part of the process of taking legal industrial action, UNISON is required to meet with the Trust to discuss life and limb cover. Despite best efforts, and even today with talks breaking down with the government we know industrial action is a difficult decision to make, however, we have been left with very little choice and if we do not take action now the service as we know it will be destroyed and our members will be pushed further and further into hardship. We also know that some members feel that we should taken an even tougher line and not give as much as we have in the derogations below.

The reasons for this are numerous, some have already been mentioned. We are committed to protecting as much as possible our members pay, we are committed to as much as possible protecting the impact of action on patients, we want the ability to be able to increase any action taken at future dates if we feel that the previous action didn't have the desired effect or was not followed as agreed by the Trust.

These discussions have been ongoing and are always difficult as we know we have to balance our members concerns over patient care and of course the fact that members taking action will lose pay whilst on the picket lines. We should also bear in mind that the Trust has the ability to take legal action should they feel that the derogations that we are providing are not sufficient to deliver a safe service on the day.

UNISON has therefore put to the Trust the following derogations.

As a union we will assist in the delivery of life and limb cover by providing the following.

A&E

- All members to work on their usual vehicle, i.e. DCA or RRV including ECP/SPUC/SNUC/PUC
- HART, YAA, and SPCC all to respond to their respective appropriate incidents, from picket lines where possible.

- EMBRACE full derogation
- All A&E to respond to confirmed Cat 1, IFT level 1 or confirmed Cat 2 outside or in public place.
- Crews should respond from the picket line and return to their picket line before going clear after completion of the job.
- All levels of management within A&E are encouraged to work from picket lines

EOC

As is the need to provide life and limb cover, after speaking with members and stewards it has been agreed that the 12 hour period of industrial action will be split between the two units. This is for a number of reasons, it protects patient care, it minimises loss of members' pay, it sends a strong message to the government by putting pressure on the Trust, and it allows the opportunity to ramp up action on future industrial action days. This stance is also being followed across other UNISON Branches throughout the country. Therefore, the following arrangement has been put to the Trust:

- EOC York to take industrial action and form a picket line at York for the first 6 hours
1000hrs - 1600hrs
EOC Wakefield to take industrial action and form a picket line at Wakefield for the second 6 hours 1600hrs - 2200hrs
- Should calls stacking reach a level of 10 calls being held for more than 5 minutes, the Trust can approach the picket line and ask members to assist in managing the high levels, when levels once again fall below the derogation members can then rejoin the picket line. Any time spent assisting the Trust in managing levels will be paid.
- No derogation is given to any levels of management and all levels of management are encouraged to work from the picket lines.

PTS

PTS members will provide life and limb cover in the form of Renal Contracts, Oncology and End of Life.

- All calls to be responded to from the picket line with jobs allocated through the normal PDA/Phone call process.
- All crews to return to the picket line before going clear after completion of the job.

UC/111

Similar to the plan for EOC having the two units allows us to split the hours of industrial action, to maintain some level of cover at all times. This will be as follows.

- Callflex to take industrial action and form a picket line at the Rotherham unit between the hours of 1000hrs - 1600hrs
- Wakefield 111 to take industrial action and form a picket line at Wakefield between the hours of 1600hrs - 2200hrs
- No derogation is given to any levels of management and all levels of management are encouraged to work from the picket lines.

ICT

As part of life and limb cover ICT will be derogated the following

- On call IT support provision for crucial IT systems i.e. those supporting P1 and P2 incidents

Fleet

- Respond to vehicle breakdowns from picket lines where the breakdown has an impact on patient or staff welfare.

No other derogations have been agreed so all other UNISON members in all departments of the Trust including HR, YAS Academy, PMO, AVP, Finance, Business Intelligence, Ancillary etc. Therefore all other UNISON members are encouraged to take industrial action and form a picket line at their place of work between the hours of 1000hrs - 2200hrs.

Anyone currently working from home who is a UNISON member is requested to inform the trust that they intend to take part in legal industrial action during the stated hours and to join their local picket lines.

Any members who are on day off or not working during the industrial action hours are still encouraged to show solidarity with their colleagues by joining a picket line.