



Yorkshire Ambulance Branch

November
2016

Branch Secretary's update

Newsletter

As always it has been a busy month, unfortunately this has included the news that the Hull PTS contract has been lost to a private provider. The PTS with any ambulance service, not least Yorkshire, is the life blood of the service. PTS has provided a huge number of staff with a starting point to getting onto the ambulance service, so to see it being destroyed and taken away from its rightful home is devastating news, and an indication of intent from the

conservative government. It is vital that we support our members on in the East PTS teams, and UNISON will do everything it can to ensure this happens. There is a dedicated email address of unisonhullpts@yas.nhs.uk for members to forward their queries and concerns.

UNISON are saddened to hear the shock news of the sudden passing of UNISON president, Eric Roberts.

Eric was a staunch and active Trade unionist and proud ambulance man in LAS, declaring UNISON to be 'the best union in the country' upon his election as UNISON's President earlier this year. Yorkshire Ambulance Branch wish to pass on our condolences to Eric's family, friends and colleagues at this sad time.

Kevin Fairfax
Branch Secretary

HULL PTS Contracts

At the beginning of November, the Patient Transport Service staff of Hull and east Riding received the devastating news that the Hull Contract was not going to be renewed. The Clinical Commissioning Group (CCG) had awarded the 5 year contract to Essex based company, Thames Ambulance Service.

Unison Branch Committee held a very well attended meeting in Hull on the 14th November. We, as a Branch were hoping that having held the meeting after the 10 day stand still period, that this would have given the Trust enough time to start to provide answers to the many questions which need to be addressed.

Through discussions with our members it is clear they are frustrated at the delay in finding out the number of staff that will be affected. The principal question being will the staff be part of a TUPE transfer and if so how will it be decided which staff are transferred. We as a branch see this issue as a priority and have expressed these concerns with PTS Managing Director Chris Dexter. Subsequently a meeting has now been arranged for the 25th November, with the Branch committee team who will work on your behalf in this difficult period.



PTS

As further PTS contracts in South are currently out to tender, a campaign is being launched against privatisation in the NHS. A demonstration was held at Batemoor and Sheffield over the weekend by UNISON Yorkshire ambulance Branch.

We will keep members updated with further campaign dates and developments.

UNISON Yorkshire Ambulance Branch North and East Area Reps meetings and Staff side engagement meetings

UNISON Yorkshire Ambulance Branch is keen to improve communications with its stewards and members. Stewards play a vital role within UNISON, often being the first point of contact with members when situations occur. It is vital that stewards are kept up to date with happenings within the Trust in order to give the best possible advice to members.

UNISON is rolling out monthly local reps meetings in order to update all our reps as to any developments in order to try to keep members as up to date as we can with information about the daily issues that affect them. These rep meetings will be within a few days of the Branch Committee meeting, held the first Wednesday in every month, in order for the information passed down to be as up to date as possible.

These newly introduced meetings in North/ East area are also an opportunity for Stewards to feed back issues that may have been raised by members. We would therefore ask members to please inform their local station stewards or Branch committee members directly of any issues/concerns that they may have.

North and East Senior staff side meet, again monthly, with senior management from North and East, primarily to discuss local issues and hopefully come to a quick resolution. We will ensure that the Stewards meetings are held prior to this management meeting in order to hopefully ensure that problems are dealt with in a timely manner. We hope that by following this process it will speed up and improve the resolution of more general and local problems which in the past may have dragged on unnecessarily.

Please contact any of your North and East reps, convenors with any issues or concerns you may have as we hope this process can be used to try resolve some of the less serious issues more quickly and informally.

If you wish to train as a UNISON Rep, please do not hesitate to get in touch.

Steve Somerfield, North and East Area Secretary

National update

Over the past few months the main issues surrounding the National Ambulance sector have been the Ambulance specific parts in the last pay deal, trying to minimise the privatising of our patient transport services, health and wellbeing and the blue light collaboration initiative.

With regards to the Ambulance specific aspects of the pay offer things are moving on, a new paramedic band 6 profile has been agreed and JEG will hopefully be releasing it soon in order for individual Trusts to start the matching process, meetings have also been held nationally to discuss the introduction of a newly qualified paramedic band 5 role. This is available to view on our Facebook page and website.

This month Yorkshire Ambulance Service this has lost its first ever a major PTS contact to a private ambulance firm from the south west. This contract is in the Hull area and has been lost purely on cost with little consideration given to patient care and civil contingency. Worryingly we are awaiting the result of three other PTS contracts which will affect over 100 UNISON members. Meetings are to be held in the affected area's, South PTS contracts are currently out to tender, a campaign is underway against the privatisation of services. Further updates are posted on the National UNISON website, at <https://www.unison.org.uk/news/article/2016/11/paramedics/>

Also the ambulance service is fighting against the constant pressure from the fire service who wishes to respond to ambulance 999 jobs. This is partly a government initiative but also the fire service trying to protect its workforce.

Transformation

The biggest development around the A&E Transformation is the extension of 4 weeks that has been allowed in order to ensure that members have had appropriate time to resolve some of the ongoing issues around the rotas.

This doesn't mean that any stations that have had their rotas agreed have to wait longer, as those stations are able to go with their rotas in line with the original timeframes. Staff side are working hard to give stations the best possible chance of having a rota that fits for them. As a staff side we encourage any stations that are yet to get an agreed rota to keep pushing their proposals forward, until one has been agreed.

Once everything is in place affected member will be given the opportunity to vote to accept or reject the package put forward by the Trust. This will include rota's and any changes to policies.

UNISON station meetings have now been held throughout Yorkshire to ensure members views are captured. Many aspects are still ongoing, please contact your local steward or convenor or contact unison@yas.nhs.uk with any queries.

Dispatch protection

Since the advent of ARP 2.2 members have raised queries with regards to the dispatch criteria. UNISON have sought clarity on this, the protected times and codes are listed below.

Protection applies to;

- 20 minute vehicle check
- Within meal break window
- Last 45 minutes of shift
- An out-of-area resource* is on protected runback to home Clinical Business Unit (CBU) North/East

The protected dispatch codes are listed below:

Dispatch Protection

- PRIORITY (P) Calls
- Back-up 1 Requests
- PRIORITY (A) Calls and Back-up 2 that have been processed through the following Protocols:
 - Card 28 (Stroke)
 - Card 29 (RTC)
 - Card 24 (Pregnancy)
 - Card 12 (Fitting)
 - Card 06 (Breathing Problems)
 - Card 10 (Chest Pain)
 - Card 19 (Heart Problems)
- Resources will still be tasked to incidents whilst in their pre alert status, but will be stood down if after being triaged the call does not meet the above criteria.

From time to time there may be exceptions to these rules. Dispatchers will task resources to respond to incidents – even when doing so falls outside the principles outlined above – if they feel that any delay will be detrimental to the patient, based upon the information received by the EOC.

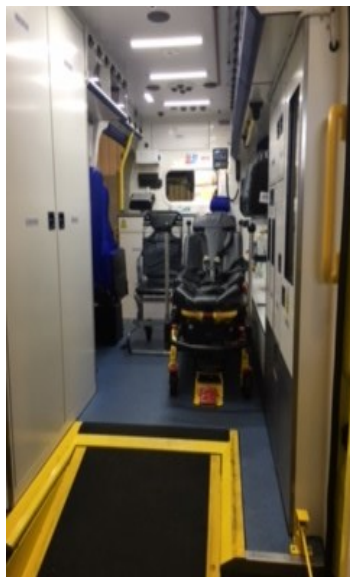
Yorksire Ambulance Service NHS Trust
An Apertent Foundation Trust

Calls processed on Card 35 or from 111 which fall into the same criteria should also receive the same response.

if members feel they have been passed details outside the above codes whilst in the protected times please;

- query the detail with EOC if possible - **without delaying the emergency**
- DATIX if the detail is clearly outside the above listings once the detail is completed. Each DATIX will be investigated and members should receive feedback.

H&S—New ambulances



The new Fiat ambulance has now arrived it has been assessed and should be on the road from Monday 21st of November, it has addressed many of the issues which currently face staff on the Mercedes van conversions

The tail lift has gone and been replaced with a ramp, it is both taller and wider inside, staff will therefore have more room to work, there is a Manga Elk on the vehicle which also charges on the vehicle.

The vehicle is equipped with lots of storage and the plan is that they will be going to stations equipped and loaded as to basic contents of cupboards the work-wall has clear easy clean windows all named making it easier to locate consumables and equipment.

The vehicle will also incorporate the new Stryker electric stretcher which is bariatric capable, this can take patients of up to 50 stone.

There is now easier access to the oxygen cylinders, not having to pull out the stretcher to replace them, the de-fib is on a pivot that can be seen from most positions, up in the front the seats have fitted covers which are easier to keep clean.

This vehicle has been a joint decision with Unison, other recognised unions and the Procurement team, Unisons branch health and safety officers have worked hard to get this new vehicle ready and have used staff feedback to influence the design.



Bariatric vehicle

An new SOP has been launched for staff who are dealing with Bariatric Patients. It will let staff know:

- Where the nearest Bariatric Vehicle is located
- Where the nearest Support Unit is located
- Where the nearest crew are that have a member of staff that is Bariatric trained is located
-

Also in the SOP is a definition of a Bariatric Person that is quite simple to understand when a crew turns up to do their dynamic risk assessment it states:

A Bariatric patient can be defined as anyone, regardless of age, who has limitations in health and social care due to their weight, physical size, shape, width, health, mobility etc.

Equalities update– BME

As some of you may be aware Unison has put out a survey for BME staff, for those who have completed the survey I wish to thank you, for those who have not received a link, please use the contact details below to get in touch as your thoughts and views are vital in order for us to establish issues as they arise in order to tackle inequality issues.

Unison is in the process of setting up various self organised groups or SOG. BME staffs have a vital role within our organisation and therefore any interested member should get in touch if they want to play a more active part within Unison. The issue of equality is a long-standing decades old one, however only by working together can we deal with issues within the workplace and have a stronger voice together. The introduction of the Work Force Race Equality Standard is one example of a positive step, if implemented correctly to measure some of these issues within an organisation. This is only one example of the changes that have been introduced with more required to tackle issues of equality.

Unison believes working together we have a stronger voice to tackle issues of inequality within the work place.

Please get in touch using the following details

Islam.faqir@yas.nhs.uk Unisonequality@yas.nhs.uk

07498 918114

Disability update

As some of you may be aware Unison put out a disability survey last year, for those who took part I wish to thank you. Unison will be repeating the survey early in the New Year to see if disabled members of staff have seen change or improvement. If any Unison member would like to contribute a question or has an idea about the survey then get in touch using the details at the bottom of this update!

Unison would be grateful if members who wish to get actively involved get in touch with myself on the contact details below, Unison is developing a Disability Self Organised Group. Staff face challenges daily within the workplace, for disabled staff I speak to discrimination, victimisation is a daily occurrence, this UNISON SOG will offer support and highlight issues staff face within the work place and challenge inequality and discrimination in which ever form is being delivered.

Staff who come under the equality act who experience bullying, victimisation or harassment in any form i.e. victimised due to sickness or not being given adjustments should get in touch with Unison on the details below or contact your station representative in the first instance.

The NHS nationally are going to introduce a Work Force Disability Standard or WDES, this is a positive step. The introduction of this is as a result data collated through the years via the NHS staff survey around the victimisation and culture of bullying staff due to having a disability. The surveys also highlighted how staff with disability's felt less recognised for good work, poor career progression, less supported by their manager and were victimised due to disability related issues. I am sure for those of

This mood was shared at the recent Unison disability conference which I attended, speakers shared their story's of some of the above and how staff with disability's are at times victimised or treated in a different manner to other staff, this is unacceptable and together we can tackle this widespread issue.

I have been promoting our Unison branch within the Region and am pleased to announce I have been elected to the Unison Regional Disability Committee and was also nominated to represent the Yorkshire and Humberside Region as Delegate for the Disability Conference 2017.

The issue of Disability is one which has been highlighted and I would like our branch to lead on issues disabled members of staff face daily as well as the discriminatory behaviours which is unacceptable and in some cases illegal, for staff who want to be part of our Unison Self Organised Group please get in touch using the details at the bottom of this update.

I would be grateful if staff who wish to get involved can get in touch on the details below so I can add them to the Unison mailing list I am developing for staff with disability's.

For any Equality issues please contact Islam Faqir 07498 918114

Unisonequality@yas.nhs.uk Islam.faqir@yas.nhs.uk

UNISON BRANCH DIARIES.

Member's should by now be receiving their diaries for 2017 to home addresses.

Any member who does not receive one and would like to please contact your local convenors or stewards.

Please make sure your details are up to date, including a current email address, please contact unison@yas.nhs.uk to update details.

Winter fuel grants There for You's Winter Fuel Grant which **launches on Thursday 1st December** 2016 and runs until the closing date of 17th February 2017.

Please note that this year eligibility now includes those in receipt of housing benefit and the amount of the grant has risen from £40 to £50 per eligible household. Applications without a membership number and the relevant documentation attached will not be processed. Applicants must have paid a minimum of 4 weeks subscriptions **before** 1st December 2016 to apply.



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For your FREE consultation with no commitment call John Duffy on

07535 991722

john.duffy@lighthousefa.co.uk

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/>

<https://www.unison.org.uk/>

there
for you

supporting UNISON members
when life gets tough



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