



Yorkshire Ambulance Branch

April 2017

Branch Secretary's update

Newsletter

Welcome to the April edition of our newsletter.

UNISON Yorkshire Ambulance Branch have led the way on a number of important issues in recent months, most notably the high profile PTS campaign against privatisation in the East riding and South Yorkshire areas. These PTS contracts have now been secured for five years, our congratulations and thanks must go to the tireless efforts of those involved in planning, organising and campaigning, producing online and paper petitions, lobbying

CCG's and providing support to members during this stressful time.

Following an outstanding UNISON ballot return last year, Yorkshire became the first Trust to implement an uncapped Band 6 progression for all paramedics. Following the national agreement there are a number of local processes which need to be discussed and agreed to ensure that members get the best possible outcome taking into account the previous local agreement.

UNISON wish to thank all members who have submitted holiday pay claims for the year 2016/17. Currently discussions are ongoing with the Trust as to a resolution with a full update planned in the next newsletter. These are major victories for our members and show the strength of the Branch.

As ever, if you feel anything should be included in your newsletter please contact unison@yas.nhs.uk

Kevin Fairfax

Branch Secretary

UNISON Yorkshire Ambulance Branch is the largest trade union operating within Yorkshire Ambulance service with over 3100 members spanning all departments and every corner of Yorkshire. UNISON has a strong voice and a proactive approach, leading the way on all negotiations within the Trust. With a robust support network of over 70 stewards and representatives in operations, EOC, 111, support services, Health & Safety, Equality and welfare, UNISON provides a wealth of knowledge and advice for all workforce issues at any time of day or night.

UNISON believe in strength in numbers, providing a strong voice in all negotiations, workplace issues, advice, support and access to legal services. Whilst others may advertise cheaper rates, UNISON believe 'you get what you pay for'.

Together we are stronger.

AGM

Following the UNISON Annual General Meeting at the beginning of March, there have been a few changes to the Branch Committee. Angela Skelton, Treasurer and Central area Secretary has stood down due to retirement after 33 years in the ambulance service. Angela will remain active within the branch taking up the post of the retired members lead. Following Branch elections Diane Redmond has become the new Branch Treasurer along with an existing Central Convenor post. Other elections results and committee changes are; Richard Bentley, Central Area Secretary, Dave Hinchcliffe, Disability lead, Ian Lawrence, Lifelong Learning Lead, Lindsay Curtis, Central Convenor and Neil Woods as Education and Recruitment Officer. Other posts remained unchanged; an updated Branch Committee list will be available on our website shortly.

Rota's

The rota changes are now fully implemented throughout Yorkshire, the final changes occurring on 3rd April. This is not an end to the process, UNISON are actively engaging with the Trust to implement improvements to these rota's should members find them unpalatable. The Trust have committed to monitoring the rota's and performance with a view to amending if required.

Whilst the rotas are bedding in this gives members the opportunities to see how the rota works for them. Any members with rota issues please email unison@yas.nhs.uk

End of Shift overtime.

UNISON are in discussions with the Trust with regards to reducing end of shift overtime, in particular the details that can be given at the end of shift. A small working group has been tasked to discuss these issues. UNISON will keep members updated of progress. Please contact unison@yas.nhs.uk with any suggestions or ideas.

Health and Safety– Injuries

UNISON have successfully assisted another member to win their case against the Trust through Health and Safety issues. UNISON request that all members to contact their UNISON health and safety reps or Ian Lawrence or Bryan Bell with any problems, either small or large.

If any member sustains an injury on an ambulance please record full details, including the fleet number and what type of ambulance as well, i.e. van conversion, new Fiat etc. when filling their Datix in, this will help when Health and Safety officers in their investigations.

Restructures

Consultation opened on the Fleet department restructure on Monday 10th April, with proposed changes affecting fleet departments in all areas. UNISON have been present in each consultation meeting, if members require representation in their 1:1 meetings or require advice or support with regards to any aspect of the process please contact your local committee member or representative.

Locally UNISON is currently representing members in various restructures which include fleet and PTS management. Fleet members are now in formal consultation and could potentially lose their unsocial hours payments, down-banding and different working patterns. UNISON urges the Trust to engage in meaningful consultation and try to resolve the issues, various meetings have been arranged.

Members within our commercial training department are facing an uncertain future due to the Trust stating it is no longer financially viable. UNISON has met with senior managers within the Trust to try and save the department and will keep members informed of any developments.

Training for members

Due to popular demand, the following courses have been added to the Member' Education Programme for 2017:

Autism Awareness on 26 July 2017 at Commerce House, Leeds (non-residential) Cost to Branch: FREE

(Note: due to the large waiting list for this course on 31 July, this course is nearly fully booked)

Mental Health Awareness on 17 October 2017 at Commerce House, Leeds (non-residential) Cost to Branch: FREE

Pre-Retirement Workshop on 31 October 2017 at Commerce House, Leeds (non-residential) Cost to Branch: £10 per delegate

Ian Lawrence has become the Branch Lifelong learning lead and is currently in the process of setting up a learning agreement and course dates.

UNISON plan to publicise dates on our website and newsletter over the forthcoming months.

If any members would like to become a learning rep please contact unison@yas.nhs.uk

PTS

Following the devastating loss of the Hull PTS contract UNISON Yorkshire Ambulance Branch launched a high profile campaign to retain PTS contracts in East Yorkshire and South Areas. The East Riding contract and South Yorkshire contracts were both in the process of being tendered by their local Clinical commissioning groups.

In both areas members have run stalls and collected signatures on petitions to hand into the CCG.

In South NHS campaigners and Labour party members have added their support to the campaign. The East petition was handed with a fantastic 6500 signatures on. The public have clearly shown they do not want these services privatised.

The results of the tender have now been announced and YAS have been successful in securing these bids, safeguarding both the East Riding and the majority of South contracts for five years. A huge part of this success was down to UNISON's strong and active campaign, lobbying of CCG's and strong presence in the public and in the media. This a fantastic achievement for UNISON PTS members and for YAS, our thanks must go to the YAS tender team who worked tirelessly on securing these bids.

UNISON are supporting our members who were TUPE'd to private providers. UNISON are already of the case of improving working conditions with regards to the facilities that private companies are providing, such as vehicles' and Health and safety assessments along with offering support and advice.

UNISON Yorkshire Ambulance Branch wish to thank all involved in taking time to plan, co-ordinate and participate in these campaigns, many of which were PTS staff campaigning in their own time , after long shifts and on their days off. Thanks also to the public of Yorkshire for their overwhelming support.



UNISON YORKSHIRE AMBULANCE BRANCH PTS CAMPAIGN



Email unison@yas.nhs.uk

UNISON Direct 08000 857 857

Health and Safety

Incidents involving Asbestos

We would like to draw members' attention to the risk of attending incidents where asbestos is present without suitable protection. This might arise at incidents for example where there has been damage to a pre 1985 building, eg falling through a roof etc. Asbestos was banned for use in the UK in 1985. A very low level contact with asbestos can cause deadly conditions such as mesothelioma, so it is vital that members are aware. The trust is examining what face masks are suitable but simple medical masks do not provide adequate protection. HEART team and the fire service have correct protection.

New vehicles – Warning Lights and Sirens

Members have raised that they have experienced difficulties with driving new vehicles and traffic moving out of the way in response to warning sirens. Members have suggested that the sirens are not loud enough. The Trust has tested the volume and projection of sirens and found them to be within regulation.

When discussing this issue with the Trust it has been raised that these vehicles do not have flashing headlights as part of their warning system and we suspect that this may be the cause of the problem with warning other road users of emergency vehicle approach. Members are advised to DATIX this issues if they find it to be a problem so that there is evidence for this to be reconsidered.

A further update has been issued by the Trust *'Upon investigation it has become evident that the siren amplifier has been installed at its lower 60W output with inconsistent pipework. Urgent field rework is underway to switch the siren amplifier to its 100W output and modify the pipework routing from the siren. To date 25 of the 61 affected vehicles have been modified. However, until this rework has been carried out please be extra vigilant when approaching other road users under emergency response conditions.'*

*Should any defects be found requiring repair please contact the Fleet Helpdesk on **0300 330 5418**, or email fleethelpdesk@yas.nhs.uk to report them.*

Track Chair

The new track chairs are still causing problems for some staff, especially with using to transport patients on flat or upstairs. This appears to be a particular problem for members who are shorter in stature. UNISON had argued that both the old style and new track chair should be included on vehicles so that staff can choose which they use in particular incidences; however the Trust has so far decided not to do this. We have also raised that training on the track chair has been inadequate. If you are experiencing difficulty UNISON would advise you raise this with your line manager, asking for further training and for an individual risk assessment. UNISON has been assured this will be provided even if staff has signed a learner outcome for previous training.



Following the Trust's Datix-user survey in December, the responses have now been analysed and as a result Datix will be relaunched on 1 April 2017.

The relaunch will focus on addressing feedback relating to incident reporting and investigation management. There were some key themes identified from less user-friendly form design, accessibility to report incidents and inconsistent feedback following investigation.

the team have worked hard on a number of updates including:

- A new incident investigation form, designed to make the investigation more streamlined and easier to navigate through.
- Automatic feedback, which requires a lead investigator to type a feedback message which will be automatically emailed to the reporting person upon final approval of the incident.
- Increased call taking capacity, out of hours, at weekend and during bank holidays by training more NHS 111 call handlers.
- A refresh of the 'coding' structure used to categorise incidents, allowing for improved data capture.

The addition of more guidance to help users when logging an incident or investigating one.

The team hope that these changes will see marked improvements in how the Trust captures and investigates incidents. Not only that but staff will have a consistent approach to incident feedback.

Aside from the improvements to Datix to team have also been working on:

- Datix roadshows - The Datix team will be on the road visiting emergency departments, ambulance stations, patient reception centres, training schools and administration centres to showcase the new improvements and listen to staff feedback.
- Datix surgeries - This is an opportunity for incident investigators to meet with staff from the Datix team to get a hands on look at the new investigation form and discuss investigations. The team will also be on hand to help and give advice on any existing incidents you may have outstanding.
- Datix News – This is a brand new publication that will keep all staff up-to-date with the latest updates and goings on from anything and everything related to Datix. The first edition will be focused on the relaunch with future editions being publicised every six months.
- Datix App – A new-look Datix Pulse app will be coming soon which will have new features including an FAQ section, training booking from and a suggestions portal where staff can continue to submit ideas for Datix improvements.
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UNISON welcome the improvement's and would urge staff to report all incidents and near misses as soon as they can. UNISON along with the trust use the data created by the reported incidents to drive change across the organization. The data is also used by UNISON within the various trust groups they attend to better understand the issues and cause of incidents, near misses and introduce improvement's.

Ian Lawrence - UNISON YAS Branch Health & Safety Officer 07885576309

Email unison@yas.nhs.uk

UNISON Direct 08000 857 857

CALLING ALL RETIRED MEMBERS.....

..... what can the Unison Yorkshire Ambulance Branch do for you?

At the March AGM I was elected to represent retired members and I thought this newsletter would be one of the best ways to contact you.

I am very aware that the branch does not really hear from our retired members, so if you have any comments or would like anything raising with the committee please e mail me at angela.skelton@yas.nhs.uk

In the meantime, as a retired member myself now, I will endeavour to actively look into ways of how the branch can make us still feel part of the union.

Regards,

Skelly.

UNISON RETIRED MEMBERS REP.

Disability Lead Role—David Hinchliffe

I would like to introduce myself as your new Disability lead. My name is David Hinchcliffe, I have been actively involved as a representative of UNISON YAS branch for many years, I work as an EMT1 at Willerby Station.

Firstly I would like to thank you all for voting for me.

I hope to bring fresh eyes and ideas to supporting all staff and make people understand disabilities are not always visible and do not prevent anyone from working to achieve goals. I want people who have any illness or issues they feel may be under the disability acts to ask me and I will support them in the best direction, going forward and support in meeting with managers and HR. I have personally experienced difficulties caused by people not understanding how to approach someone who may have a condition that they don't understand I want to make it everyone's responsibility to speak up if they feel issues are not been addressed or handled correctly in any of the processes of YAS. Therefore please contact me either via email david.hinchcliffe@yas.nhs.uk or mobile 07943142282

Black Members Group

The BMG survey has closed and I have completed the report which is being presented to the Trust this week. I would like to take this opportunity to thank all those UNISON members who took part, if any BME member of staff wishes to join our self-organised group please get in touch.

Once the report has been presented UNISON will be arranging a meeting for members to discuss the report in more detail, can I request UNISON BME members to get in touch to advise where they are located so we can arrange for a place to meet.

The full report will be available on our website www.uyab.co.uk shortly .

Disability

I would like to take this opportunity for all UNISON members who class themselves as having an impairment to contact the branch on the email below as UNISON is about to repeat the disability survey from last year. The survey is anonymous and it is vital members participate so UNISON can establish members thoughts on all issues related to disability.

Examples of disability can include diabetes, physical impairment, dyslexia and thyroid issues to note a few, if you are unsure please get in touch with the branch or contact myself directly.

I would also like to thank all members who voted for me to carry on in my role as equality lead for the next year, it's a privileged position and I aim to carry on with the work I started last year.

Islam Faqir Unison Lead Equality & Diversity 07498918114 Islam.faqir@yas.nhs.uk
Unisonequality@yas.nhs.uk

Doncaster race day Saturday 5th August

'2 for 1' Grandstand Tickets Total price £13 (2 tickets)

On sale: from 1 February 2017

Offer closes: 5.00pm on 28 July 2017

To book tickets call **01302 304200** and quote 'the UNISON raceday offer', your UNISON membership number or UNISON branch code.

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Financial advice

Wellbeing breaks

General advice

UNISON debt line

there
for you
supporting UNISON members
when life gets tough



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