Dear member,

Please find an update on many of the current issues that UNISON is dealing with, on behalf of members.

Diaries should have landed on your doormat in December, they were unavoidable delayed this year, by circumstances out of our control. If you have not received a diary please contact yas.unison@nhs.net. We will need your name, new and old address, plus if possible, your membership or national insurance number, this will allow us to update your details and get a diary through to you.

**EOC**

EOC is going through major changes which include expanding the York site, proposed team-based working, rota changes and an improved career progression off the back of UNISON’s banding review campaign. Due to these changes UNISON has arranged members drop-in sessions to gather members opinions and thoughts on the proposed changes, these will take place **Tue 15th Feb 16;00-20;00hrs at York EOC** and at **Wakefield EOC Thursday 17th 15;00-20;00hrs,** please make every effort to attend.

**LAT**

LAT members have raised concerns regarding the changes to working practices brought in by the Trust during the pandemic. UNISON raised the issue earlier this week and has had assurances normal working will be introduced over the next 2 weeks. Any members that experience issues with the type of jobs they are allocated should datix, make a note of the job and datix number and forward it to yas.unison@nhs.net at the request of the Trust so that the incident can be reviewed.

UNISON also asks its LAT members to highlight any inappropriate jobs they are sent to including job number by emailing the Branch. The Trust has agreed that it would be on a voluntary basis for members to pair up with our Army support colleagues.

UNISON has requested further discussions on how to improve integration for LAT Into the workforce with a separate JD so members work to a clearly defined scope of practice. This would be a role in its own right but may be used as a stepdown role for A&E members, in line with the Working Longer Review.

**PTS**

PTS has shown great resilience during the pandemic supporting vulnerable patients and assisting A&E through these difficult times. UNISON believes this has highlighted and strengthened its vital role within the NHS as UNISON has always argued, it would have been a completely different scenario if as in some Trusts it had been privatised. UNISON is also aware that nationally there are discussions with commissioners to extend and lengthen contracts to ensure greater stability moving forward.

**Banding reviews**

Our affected CS and EMD members are becoming frustrated with the blockage of banding reviews. Both these jobs are now with Joint Evaluation Group (JEG) and waiting for panels to be arranged, be rest assured that all the relevant documentation has been agreed with the Trust and received by JEG..

UNISON has entered formal dispute with the Trust regarding UNISON's ECA banding review. As you are aware we have hit an impasse regarding the level of education in the job description and previous meetings to discuss the matter have been cancelled by the Trust. The situation has also been compounded by the Trust changing certain aspects of the ECA role during the formal banding review process. UNISON firmly believes the Trust is getting band 4 work for band 3 pay and the situation cannot continue any longer. UNISON will be arranging a member meeting over the next two weeks to agree a way forward. Please keep up to date with all meetings by subscribing to our website www.uyab.co.uk and enter your email address, this will then ensure you receive all the latest news from your unison branch.

**Specialist Paramedic Restructure**

UNISON members have also raised a grievance regarding the Specialist Paramedic restructure and consultation process, the main reasons are, the Trust cannot legally make a role redundant and then bring in a very similar role straight afterwards, possible age discrimination and the arbitrary 2 year portfolio deadline. UNISON also believes this grievance should not have any impact on timescales and training schedules. Further SP meetings are to be arranged.

**IUC**

111 members have raised concerns around logging in at the start of their shift. There have been confusing messages going out, with members being told they have to be sat at their desk and logged in before their shift starts. UNISON would like to clarify that this isn’t the case, members just need to be at their desk at the start of their shift and then log in. If members encounter any problems, please contact your local rep or convenor.

**Mandatory Vaccinations**

The latest update on the governments mandatory vaccination program thankfully is good news for once. The ill thought-out plan has now been put on hold and the April 1st date has been scrapped, with this all the internal 1-1s have been cancelled. The pressure placed on the government nationally by Trade Unions and the fantastic demonstrations that clearly showed the strength of feeling undoubtedly played a massive part in forcing this U-turn.

**Body worn cameras update**

From April 2021, NHS England has made funding available for Ambulance Trusts to trial the use of body worn cameras with the aim of reducing incidents of violence and aggression towards Ambulance Staff. This follows on from the introduction of the Protect the Protectors Bill 2018, which UNISON campaigned tirelessly for, including visiting Westminster to lobby the Government. This funding has been released in three phases to allow for the effective rollout of the cameras. UNISON has been involved in this process throughout, including the implementation, negotiation of policies and processes and discussions relating to feedback from each phase.

UNISON supports this initiative but reassures members that **participation is entirely voluntary**. There is some suspicion regarding the use of the cameras, however UNISON would reassure members that the camera footage will only be viewed following the submission of a datix report following an incident of violence or aggression, where cameras are activated. There is strict governance regarding the retrieval of data, in line with GDPR regulations, so only named individuals have access to the data. Locality management cannot access the footage, general chat will not be accessed if the cameras are accidentally activated, the cameras cannot be used for any other purpose. The group acts on feedback, trialing various camera mountings, uniform alterations and suggestions to improve the trials, making all input vital to the process.

This month there have been 34 activations, with 6 incidents which are progressing to prosecution. Monthly data will be distributed Trust wide going forwards, linked with the National violence and aggression campaign, which is to be launched shortly.

**Changes to use of mobile devices whilst driving**

As you are no doubt aware, there has been a change to the rules about using your smartphone whilst driving, which could result in points being added to your license. This issue has been brought to the attention of our PTS management team due to PTS work being allocated by smart phones. We are attempting to find a solution to this. Can we ask all members to please click on the link below, and familiarize yourself with these new rules, and will hopefully stop any members picking up points on their license. <https://www.gov.uk/using-mobile-phones-when-driving-the-law>

UNISON has also been representing support services members. UNISON's AVP, lead Lyndsay Jehpson secured members an agreement that sees them receive the same overtime enhancement pay as other staff within the directorate. All UNISON members in other YAS departments have shown great resilience during the pandemic, our scheduling departments managed to keep the function going with very high absence in a small team, fleet and medical devices members kept our vehicles on the road and equipment serviced. All our ancillary staff stepped up to the plate whether it be cleaning vehicles or stations in very difficult times. Members in IT, payroll, finance and HR have kept the services going often working outside of their own roles, our CFRs and volunteers have also contributed greatly helping with members welfare.

UNISON both nationally and locally are proud of all its members efforts during the pandemic and would like to thank you all for your continual support