

February 2016

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## Branch Secretary's update

Welcome to the first issue of the UNISON Yorkshire Ambulance Branch newsletter.

Upon visiting members around Yorkshire it was made clear that disseminating more information out to members was a priority, not just on the big label issues, but also the things that affect members on a day to day basis, items that we work to resolve but maybe don't always publicise as we could.

This newsletter is designed to address these issues and supplement our bulletins, emails and social media posts to maximise communication with members.

We intend to publish this newsletter on a monthly basis initially, however we welcome constructive feedback from members and will use this feedback to influence the layout, frequency and content of future publications.

Inside you will find short updates from various sections of UNISON Yorkshire Ambulance Service news

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.

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

*Kevin Fairfax*  
Branch Secretary

## Paramedic Band 6 ballot

In response to UNISON's campaign for Band 6 for Paramedics, the Trust had published a proposal to staff. Initially this proposal required a high level of academic training for Paramedics.

After extensive negotiations UNISON are pleased to announce an offer of Band 6 has been negotiated pending further discussion with regards to the career framework for paramedics.

UNISON feel this offer is worthy of further discussion

and has therefore agreed to defer the intended Electoral reform ballot whilst committing to further negotiations around qualifications and how paramedics will progress through Band 6.

Throughout these negotiations the Trust has agreed there will be no imposed changes to the framework without staff side agreement.

National discussions are still ongoing, any firm national agreement will supersede the local agreement.

Yorkshire ambulance Branch feel this is a positive move towards a fair progression for Paramedic staff.

As negotiations were concluded at the eleventh hour, it is possible some of you may receive electoral reform ballot paperwork, if this is the case please just dispose of the paperwork as a response is not required at this time.

**‘The final  
arbiter at/near  
scene is the  
attending  
DCA/RRV’**

*Members please be aware that **ALL** staff can carry over 37.5 hours of annual leave (pro rata) into the next financial year as per current policy. This includes all staff in YAS regardless of department or role*

# Safer Responding SOP

On the 1st February 2016 the new Safer responding Standard Operating Procedure was launched throughout YAS.

This is based on the Joint Decision Making-Model and allows for effective communication between staff and EOC in order to formulate a plan to safely treat patients with no detriment to staff or patients.

This new SOP covers any operational staff who are attending a potential incident where hazards may occur.

In basic terms there should be a two way conversation between the DCA/RRV and EOC, who relay the full information and hazards, allowing the DCA/RRV to make a dynamic risk

assessment of the scene prior to attending.

***The final decision to enter the scene ALWAYS lies with the attending DCA/RRV .***

The safer responding group will continue to meet and review/ evaluate the SOP on a monthly basis to ensure effective monitoring of the procedure.

Please Datix any incidents and contact [unison@yas.nhs.uk](mailto:unison@yas.nhs.uk) with any issues.

## Allocation of shifts

It has been drawn to UNISON’s attention that the policy for allocation of relief shifts is not always being adhered to. This appears to have been a particular issue in the North and East Yorkshire area.

Following further discussion by UNISON committee and management it is agreed that current policy will be followed including;

- **Core rota relief weeks will cover station abstractions on their stations**
- **If no shifts are available then shifts will be 0600 and no later than 0800 Monday to Friday,**
- **If a station has 12 hour shifts in the rota then an individual may be rota’d 12 hour relief shifts. However for stations who have 10/12 hour rota patterns then the shifts should mirror that station in shift length (unless mutually agreed otherwise)**
- **An individual will only be required to work back a maximum of one shift consistent with their shift pattern, regardless of the number of hours under 750 with no detriment or loss of earnings to member of staff**
- **Reference period dates will be released on a on going basis to all stations within east CBU**

The current Relief shift allocation policy (version 4) is available on the YAS Pulse intranet . Please contact your local UNISON representative/Convenor with any queries, or email [unison@yas.nhs.uk](mailto:unison@yas.nhs.uk).

# Health and safety

Health and safety issues are ever important in the workplace, covering, buildings, vehicles, equipment and handling and lifting issues, basically any risk within the working environment.

Bryan Bell, joint Unison H&S lead with Ian Lawrence, has recently conducted a survey into the Compact 2 track Carry chair. The findings from this were presented to the Trust, resulting in the Trust considering the reintroduction of the original Compact chair to be used alongside the Compact 2 track chair on frontline vehicles.

Due to the numbers of injuries sustained on the Mercedes van conversions, Bryan and Ian have pushed for a change of vehicle which are more ergonomically pleasing. The new Fiat Ducato ambulance has a ramp instead of a tail lift and has a larger working space inside

The trust are also considering purchasing Manager Elks for use on these new vehicles.

UNISON are working with the Trust with regards to implementation of suitable, light weight defibrillator for use on the rapid response vehicles. If any member have idea's or queries with regard to RRV equipment please contact [unison@yas.nhs.uk](mailto:unison@yas.nhs.uk)

We are also working alongside our PTS convenor and the Trust to purchase PTS ambulances which are more suitably equipped.

For any Health and Safety queries please contact Bryan Bell on 07984026725 or Ian Lawrence on 0788576309

If you would like to become a health and safety representative please contact [unison@yas.nhs.uk](mailto:unison@yas.nhs.uk)

## EOC/111

A group grievance has been submitted in 111 with regards to pay when acting up into a higher banded role. This issue resolution is still in progress, UNISON will inform members of the outcome.

For 111 queries, advice and support please contact convenor

Sharon Clothier 07736 682027

[sharon.clothier@yas.nhs.uk](mailto:sharon.clothier@yas.nhs.uk)

Ben Day 07989 726988 (Springhill)

[benjamin.day@yas.nhs.uk](mailto:benjamin.day@yas.nhs.uk)

Carly Witton 07470 038333 (Call flex)

[carly.witton@yas.nhs.uk](mailto:carly.witton@yas.nhs.uk)

For EOC queries, advice and support please contact ;Sharon Clothier

Sarah Brown (Springhill)

[sarah.brown@yas.nhs.uk](mailto:sarah.brown@yas.nhs.uk)

William Lindley (Springhill)

[wlliam.lindley@yas.nhs.uk](mailto:wlliam.lindley@yas.nhs.uk)

Lauren Fairbank (York EOC)

[lauren.fairbank@yas.nhs.uk](mailto:lauren.fairbank@yas.nhs.uk)

*'Ancillary staff  
should not  
complete checks  
of green bags until  
full training has  
been given'*

# Ancillary staff— Training

UNISON has secured additional off the road training for deep cleaning staff for their new duties of checking for out of date consumables in green bags on A&E vehicles.

Our members had raised serious concerns about doing this work with no training or knowledge of the equipment and were

worried that this would lead to clinical errors later.

***Members should now not check these bags until they have completed the full training at Elm Bank or Doncaster.***

The responsibility for checking the green bags will still lie formally with the clinicians using them

YAS have acknowledged that it will take deep cleaners additional time to carry out these duties and therefore will not cover as many vehicles within their hours and are also recruiting additional staff to cover this.

UNISON station cleaners are also concerned about their increasing workload. UNISON have been assured that assessments of cleaning requirements at all workplaces will be done in March and if additional hours are needed they will be available following this. In the meantime additional hours are being allocated for deep cleaning of ET and consumables rooms on sta-

tions so station cleaners DO NOT have to do this as part of their normal duties. Other additional work has been added to station cleaners roles.

UNISON has made it clear we do not agree with this as standards are likely to suffer, which is not what the staff themselves want.

YAS have assured UNISON that our members will not face any sanctions if their audits drop as a result of workload issues.

Members should contact a UNISON rep if there are any problems.

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

## Potential closure of HRI

The sudden unveiling of plans to close the Accident and Emergency department at Huddersfield Royal Infirmary has sent shockwaves throughout the local communities and health professionals alike .

This U-turn comes after months of consultation suggesting Calderdale Royal Hospital was earmarked for closure.

In reality, both departments are

often filled to capacity, suggesting the need to keep both Emergency departments open. The pending closure of Dewsbury District ED will add greater pressure to the Huddersfield area leading to longer journeys and may impact on members and residents alike.

Please sign the petition to

keep HRI open .

[https://  
petition.parliament.uk/  
petitions/118690](https://petition.parliament.uk/petitions/118690)

# Self-organised Groups— Equality Lead

Islam Faqir is elected as the Equality Lead for UNISON YAB.

The last 9 months have been a challenging time within Unison on how we deal with Equality & Diversity not within just the Union but also how it is perceived by the trust on a whole. I am proud of what we have achieved in my

The development of the disability survey and the report based on the results, highlighting the perceptions of disabled staff and how they think the Trust is not positive about disabled staff, the discrimination and lack of understanding about the needs of staff around adjustments

The report highlighted issues and asked for changes to the sickness policy amongst other

things and that is what we are pushing for at the moment.

This is only the beginning and its up to us all to keep pushing for a work place that is fair to all and equal across the board.

I plan to continue on the path I decided to take 9 months ago and fight for fairness and equality for all, I wish to thank everyone for their contributions.



*"nothing about us, without us"*

In conjunction with Izzy Faqir, UNISON YAS Branch Lead for Equality, I am setting up a Self-Organised Group (S.O.G) for members with disabilities.

I am a newly elected steward within EOC and have a special interest in Disability having

myself suffered with a disability for a number of years. I would like the opportunity to create a welcome space for people to meet, voice concerns, get help etc. Depending on the needs of the group, we could meet face to face on a periodic basis or use online forums to keep in touch and raise issues.

The group is open to all members with a disability as defined by the Equality Act 2010.

I do hope you will consider joining; if you are interested please email me on

[william.lindley@yas.nhs.uk](mailto:william.lindley@yas.nhs.uk).

I look forward to hearing from you.

'Self-organization brings together members from certain underrepresented groups and helps the union identify and challenge discrimination and build equality'

## LGBT Lead—Stronger together

Abbie Stanley is the LGBT lead for the branch and is aiming to re-establish the LGBT network throughout the Trust.

In UNISON, lesbian, gay, bisexual and transgender members work together to combat homophobia, biphobia and transphobia and build equality for us all.

I am in the process of setting up an LGBT SOG, This will be a group of branch LGBT members who will meet to:

Discuss local terms and conditions

- Build up a support networks for members facing problems at work

- provide a forum for the debate of issues
- Assist members in gaining the confidence to get involved in other levels of the union

If you have any questions, problems or just need a chat Please feel free to contact me.

Abbie Stanley

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

*The individual must have an 11 hour turnaround in order to comply with the European Working Time Directive.'*

## End of shift overtime and turnaround times

There appears to be some confusion regarding the Trust's introduction of the recording of end of shift overtime and turnaround times.

There are several key points;

- The individual must have an 11 hour turnaround time in order to comply with the European working time directive( EWTD). This is 11 hours from finish time to starting the next shift– it does not include travel time too and from work.
- The individual must complete their full contractual hours
- There are two options by which to record and claim overtime/TOIL.

E.g.

A DCA/RRV are working 07/19 for four shifts and are two hours late off on each shift. **Each individual** can either;

Claim one hour of overtime and start their shift one hour late the following day ( finish at 2100– claim one hour O/T and start at 0800 the following day, working an 11 hour shift)

**OR**

Claim Two hours of overtime (or TOIL) and start later and work their contracted hours (claim O/T 1900-2100 and work 0800-2000 the following day.

Using the latter method the individual would be progressively finishing their shift later each day, (e.g 08-20 On the 2nd shift, 09-21 on 3rd shift and 10-22on 4th shift.)

Using the former method the individual would record one hour as overtime and effectively TOIL the second hour of overtime to take off the shift the following.

# Patient Transport Services

Quite a few changes have taken place over the past few months regarding PTS. As most of you will be aware Alan Baranowski has retired from his post as PTS Director of Operations and Chris Dexter has taken over the position. I would like to take this opportunity to welcome Chris into his post, hopefully we can have a productive relationship which helps to move the service forward.

Myself and representatives from fellow trade unions have already had meetings with Chris and initial discussions are positive. I am sure you will all be aware by now of the proposed new PTS workforce plan which is currently being finalised by the management team. I have been asked to attend monthly meetings with Alistair Gunn and his team to discuss the plan, which the branch believe is a positive development in that it allows us to challenge parts of the plan on issues such as apprentices, vehicle design and staffing, for example. I have been reassured that whilst there may be a reduction in band two PTS staff there will be no redundancies and that if band two positions are to be phased out it will be by natural wastage i.e.as members retire or leave the service or move over to A&E.

Further to this we are in the process of arranging meetings in all areas of the trust, alongside Chris, in order to allow staff to question the proposed plan and other outstanding issues, such as end of shift overtime and the continuing problems around meal breaks.

I am happy to report that we have a branch PTS convenor, Mick Askew, who I am sure quite a few of you have already met, it is also encouraging to note that Shaun McGinty, who also works on PTS, has become a convenor in the south area dealing with PTS and A&E issues. We are committed to developing reps from all roles and departments so please put yourself forward if you would like more training.

Finally, I would like to say thank you to all our PTS members for continuing to support UNISON throughout what have undoubtedly been difficult times over the past few years, I am encouraged by the latest developments and hopefully this year will see a positive turnaround in the fortunes of PTS.

Please feel free to contact myself or anyone from the branch at any time.

Yours

Shaun Hobson

## Thank you

As Branch chair I would like to thank all station and workplace representatives for your input and efforts over the past year. Local reps are the cornerstone of the Branch and your hard work is very much appreciated by the committee and members alike. I would also like to thank members for your continued support.

I would like to encourage more members to come forward to take a more active role within the branch as Shop Stewards and Health and Safety Reps. Any member who is interested in becoming a representative or workplace contact please approach your local Convenor or Area secretary or email **[unison@yas.nhs.uk](mailto:unison@yas.nhs.uk)** for further information.

Many thanks

Shaun Hobson



## **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 got to the UNISON website;

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

there  
for you  
supporting UNISON members  
when life gets tough



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

Or follow us on Facebook—UNISON Yorkshire Ambulance Branch

Or Twitter @UnisonYAB

For UNISON assistance contact UNISON Direct 08000 858 857