

## GMB SUSPENDS THE INDUSTRIAL ACTION BALLOT

### IMPORTANT UPDATE ON ANNEX E DEDUCTIONS

A meeting of the staff side including the GMB took place with Employers on Monday 11th November 2013. The GMB and staff side unions have been seeking to engage with the employers constructively on their recent position to impose deductions to Annex E unsociable hours allowance to staff who take sickness leave.

From 1/9/13 employers decided to impose deductions of Annex E payments to staff pay who took leave due to sickness despite the GMB rejection. GMB members have faced significant hardship as a result of cuts in their pay. The GMB's priority over the last few months has been to get the employers back round the table so that a constructive dialogue can start. The GMB is pleased to report that the employers have reconsidered their approach to the imposition.

### GMB POSITION

The GMB Ambulance Committee was clear that any suspension of any GMB ballot required a genuine movement from the employers' current approach to deduct sickness pay. The GMB Ambulance Committee agreed to consider suspending the GMB ballot providing the employers suspended their imposed deductions of Annex E payments. The GMB Ambulance Committee agreed that the employers needed to repay the money already deducted from Annex E payments.

### WHY HAS THE BALLOT BEEN SUSPENDED?

The GMB have agreed to 'suspend' the Industrial Action Ballot as the Employers' have offered the following concessions:

1. Suspend further deductions from immediate effect
2. Repay October's deductions immediately or where possible stop October's deduction to Annex E sick pay.
3. September deductions will be repaid in December.
4. A constructive dialogue to commence on a way forward.

(Turn to page two of this newsletter for further details on the above)

### THIS MONTH GMB AMBULANCE UPDATE INCLUDES:

- 1.) Annex E developments.
- 2.) Why the GMB ballot has been suspended.
- 3.) What next?

### MEET THE GMB TEAM

We would like to take this opportunity to thank all GMB Members and their reps. These past few months have been difficult within the Ambulance Service. The GMB voice and strength is growing thanks to all your efforts. We will be more than happy to meet with you in your workplace. If you would like a meeting arranged with the GMB please send me an email [tony.hughes@gmb.org.uk](mailto:tony.hughes@gmb.org.uk).

**YOU'RE UNION YOUR VOICE JOIN TODAY**

## WHAT NEXT?

1. Let your local GMB workplace organiser know if you have faced a cut in your sick pay due to the recent imposed cuts to Annex E sickness pay arrangements.
2. Can you also let your GMB local rep know that arrangements have been made to repay you of any loss so that grievances currently submitted can be assessed?
3. Please can you check that the necessary adjustments are made to your salaries where you have been affected by Annex E sickness pay deductions?

For clarity October's deductions will either not take place or will be repaid back immediately and September's deductions will be paid back in December 2013

**If you have not taken any sick leave or not in receipt of Annex E you will not be affected.**

Please note all the staff side unions have agreed to suspend their ballots.

The GMB Negotiating Team for the further talks will be:

- Steve Rice - GMB Chair Ambulance Committee (North West Ambulance Service)
- Mick Butler - GMB Vice Chair Ambulance Committee (London Ambulance Service)
- Rehana Azam GMB National Officer

Email: [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk)

## What has been achieved?

Suspending the GMB Ambulance Ballot will now offer us an opportunity to work towards a negotiated way forward. Details of what has been achieved are as follows:

- 1) The GMB required the employers to stop deductions of Unsociable Hours Allowance from sickness pay. The employers have agreed to suspend deductions with immediate effect.
- 2) The GMB required the employers to make a commitment to payback deductions that have already taken place.

This means the employers have agreed to pay back deductions made to Annex E USH payment for October's pay immediately or will instruct payroll not to make any further deductions for October in November's pay.

The repayment of the deductions made to Annex E USH payments for September's pay proved more challenging because the employers initially only wanted to pay this back on 1/2/14. You will have read this in the statement recently issued by the employers. However we have now managed to secure a commitment from the employers that they will pay back September's deductions in the December's pay. This is subject to progress being made and a genuine dialogue starts on the way forward on sickness absence and pay.

The suspension and pay back will now become a reality and it is only on this basis the GMB has agreed to 'suspend' the industrial action ballot arrangements.

**It is important to stress the GMB has only suspended the ballot arrangements and therefore any party can lift this suspension should satisfactory progress not be made. The GMB members mandate to ballot for industrial action remains live.**

**GMB MEMBERSHIP IS GROWING ACROSS THE WHOLE AMBULANCE SERVICE  
JOINING GMB IS EASY QUICK & FAST**

1. Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)
2. Ring 020 8971 4268 & ask for GMB NHS Sector/Join
3. Email [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk)
4. Ask your local GMB Rep/office if you don't have their details email [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk)

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