

THIS MONTH NHS UPDATE INCLUDES:

- Annex E – England Ambulance
- Clause 118
- Agenda for Change
- NHS Change Day / Learning for life

ANNEX E – ENGLAND AMBULANCE

GMB have continued to meet with the employers every week, in some case twice a week, to try to find a solution. A range of issues have been discussed, including significant modelling on the applicability of Section 2, Section 2 hybrid, and Annex E variations. GMB has at all times explored options which have the least impact on sickness pay, whilst recognising the status quo is not an option. A series of discussions that could have led to some progress have recently stalled and therefore as the situation on Annex E talks is extremely fluid, please contact me directly if you require an updated and accurate position. Any offer will be subject to the usual internal ballot arrangements of the membership.

CLAUSE 118

Having lost the battle to close Lewisham Hospital the Government are now attempting to change the law. They are rushing through the 'Hospital Closure Clause' – Clause 118 – making it legal to close any thriving, solvent hospital whenever they want to.

AGENDA for CHANGE

Working Longer Review

The review has concentrated its efforts on issues likely to affect workers having to work longer, and provisions employers need to make to respond to an ageing workforce.

The Working Longer Review Group, ran a national call for evidence from 24 June until 5 September 2013. The purpose of this was to identify issues that may make working to a higher retirement age more difficult, and to capture examples of good practice that enable staff to continue working. The internal GMB consultation carried out over the summer led to a GMB response to the review. The GMB submission was extensively shared with the relevant GMB NHS committees and union reps

February 2013 changes to AfC - Implementation Progress

The GMB is currently undertaking an assessment on last year's changes to the Agenda for Change Agreement in particular the GMB wants to know your experience of the changes to sickness pay and progression assessment. The GMB have issued a survey to all GMB Regions in England so we can assess nationally the impacts of the changes. To obtain a copy of the survey please email nhs@gmb.org.uk and include your name, address, membership number and workplace requesting a copy of the survey to complete.

Annex W

Annex W covers how local pay progression frameworks can be considered. The final version of Annex W has now been circulated to your GMB workplace. Please note the GMB preferred position remains a national framework, but where employers can demonstrate the national framework is inflexible then your employer needs to work in partnership with your union to assess how Annex W can be used. GMB is of the view that progression and assessments linked to progression is likely to be one of the issues that may affect you in your workplace. If you are not a union member details on how you can join is on page 2 of this newsletter.

IS YOUR WORKPLACE LACKING A GMB WORKPLACE ORGANISER?

The GMB union has almost 20,000 trained Workplace Organisers; members who voluntarily give their time to organise, negotiate, advise and represent work colleagues who are GMB members.

The GMB Workplace Organiser role includes:

- Building GMB Strength by organising all non-trade union members into the GMB.
- Communicate and inform members on what is happening locally in their workplace and what GMB initiatives and campaigns are taking place on issues.
- Advising GMB members where they need specific guidance on how to raise particular issues of concern.
- Representing members' interests at a disciplinary, grievance or on matters that affect the membership collectively.
- Solving problems in the workplace by promoting fairness and dignity at work.

GMB Workplace Organisers are not on their own. In the GMB there is a network of full time GMB Organisers and specialists who are experts in the world of work. All GMB Workplace Organisers are provided with a wide range of training courses, so not only are you organising and representing members, you are also building your own personal skills which are vital in any workplace.

If you are interested in becoming a GMB workplace Organiser email: nhs.londonandeastern@gmb.org.uk

ALL NHS WORKERS CAN GET INVOLVED

NHS workers pay and conditions are being attacked on a daily basis. AfC is just one example; a huge number of job cuts are being proposed in the NHS. Services are being moved, changed or cut. NHS workers are finding that managers are down-banding pay but not duties. NHS workers are being asked to do more in the workplace and are beginning to feel nervous and tired as to what the future is going to bring.

NHS workers, in many cases, devote a lifetime to caring for people and patient care is their top priority. It is unfair NHS workers are being treated this way.

LET'S STICK TOGETHER AND RETAIN OUR HARD FOUGHT TERMS AND CONDITIONS

Ensure your membership details are correct by registering with GMB online:
<https://www.gmb.org.uk/login>

Why Join GMB?

GMB is Britain's fastest growing trade union. GMB is a campaigning trade union; its job is to get the best deal for GMB members at work and is committed to building a strong organisation in every GMB workplace, and so help make every workplace safer. Whoever you are, wherever you work, joining GMB is the right decision.

GMB Membership Subscriptions:

1st October 2013 rates for GMB membership will be as follows.

Full time- Grade 1 = £2.75 per week
(£11.92 per month)

Part time - Grade 2 = £1.60 per week
(£6.94 per month)

HOW YOUR COLLEAGUES CAN JOIN

Joining the GMB is easy, quick and fast. You're colleagues can join via one of the following:

1. Online at www.gmb.org.uk
2. Complete application form and post to Freepost RSTX-CZTR-LCJL, GMB NHS Sector, 22-24 Worple Road, London SW19 4DD
3. Ring 020 8971 4268 and ask for the GMB NHS Sector.
4. Email nhs@gmb.org.uk

NHS CHANGE DAY – GMB “Our Pledge”

NHS Change Day is an initiative started from within the NHS and is a frontline NHS workers led initiative with a shared purpose of improving health and care of NHS workers, patients and the public. The Change Day's mission is to inspire and mobilise people across the NHS and beyond to pause and reflect on how everyone can play their part in NHS.

GMB are proud to say "Yes we have made our pledge"

In consultation with the GMB staff reps we have committed the following pledge:

"The GMB Union pledge to strengthen the NHS Social Partnership Forum work, in practice by adopting and implementing the Learning for Life campaign. Our first step will be to set up a union/employer representative meeting by the end of March 2014 and discuss developing a learning agreement in each NHS workplace. This work will build on the sterling work the unions including the GMB have done in engaging all staff to learning and improving skills."

Show your support by joining and liking the GMB Pledge by using the following link:
<http://changeday.nhs.uk/user?var1=4cd7af92b1e27db04e5207d9c870087f>

LEARNING FOR LIFE

The Social Partnership Forum is committed to embedding a culture of learning across the NHS. Last year we tasked NHS Employers to work with NHS Trade Unions, DH and Skills for Health to deliver a campaign to increase awareness of workplace learning.

The GMB August 2013 newsletter set out details of the NHS Learning Campaign a copy of the GMB Newsletter can be obtained via the GMB Website.

Main objectives of the campaign include:

1. Stimulate greater awareness and increased participation in learning at work for all NHS staff, especially those in Bands 1-4
2. Increase recognition by chief executives and board members that supporting the development of staff makes good business sense.
3. Reinforce the belief that investment in staff learning is an investment in the service.
4. Increase the proportion of NHS staff who agree that workplace learning has had a positive impact on the quality of their work.

Learning for Life Materials:

- [Ministerial statement](#)
- [Business case summary](#)
- [Learning for Life Toolkit](#)
- [Learning for Life Toolkit - ePub version](#)
- [A guide to running your campaign](#)
- [PowerPoint slides](#)
- [Leaflet](#)
- [Case study](#)
- [Agreement](#)

All these and more can be seen at:

<http://www.socialpartnershipforum.org/priority-areas/learning-for-life/>

GMB reps are negotiated and securing learning agreements across the NHS if you are interested in becoming more active in this initiative please contact your local GMB rep or email your details at nhs@gmb.org.uk

Join online at www.gmb.org.uk/join



WHERE DO I SEND MY COMPLETED FORM?

Just fill in parts 1, 2 and 3 or 4 below and post it to:

Freepost RSTX-CZTR-LCJL

GMB NHS Sector

22-24 Worples Road

London SW19 4DD

Or hand the form below to your local GMB representative



FOR UNION USE ONLY	Section	<input type="text"/>	Branch No	<input type="text"/>	Membership No	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	Date of joining	<input type="text"/>	<input type="text"/>	<input type="text"/>
---------------------------	---------	----------------------	-----------	----------------------	---------------	----------------------	----------------------	----------------------	----------------------	----------------------	----------------------	-----------------	----------------------	----------------------	----------------------

PLEASE USE BLOCK CAPITALS WHEN COMPLETING FORM

1 TELL US ABOUT YOU															
Surname		First Name			Title Mrs/Miss/Ms/Mr			Date of Birth							
Home Address		Postcode			Home Tel		Mobile		Date		I agree to abide by GMB Rules Signature				
											National Insurance Number				
We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members					Email										
Bangladeshi		Black African		Black Caribbean		Black British		Chinese							
Indian		Irish		Pakistani		White		Other							
2 TELL US ABOUT YOUR JOB															
NHS Employer Name				Your job											
Work Address				Postcode				How many hours a week do you work?							
								Pay No							
								Work Tel							
								Pay Date							
3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY															
Section 68, Trade Union and Labour Relations (Consolidated) Act 1992 as amended I authorise my employer to deduct from my pay each week/month the sum of <input type="text"/> £ <i>or other amounts as may be fixed by the GMB from time to time</i>				<ul style="list-style-type: none"> Please start the deductions immediately and pay the amounts to the GMB I note that this agreement may be cancelled by one month's notice in writing I give permission to my employer to notify the GMB of any future change of address 						Cash <input type="text"/>					
				Signed: <input type="text"/>											
				Date: <input type="text"/>											
4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT															
Please fill in the form and send to: Freepost RSTX-CZTR-LCJL, GMB, 22-24 Worples Road, London SW19 4DD										Originator's Identification Number					
Name and full postal address of your Bank or Building Society branch										9	7	4	3	3	0
To the Manager of				Bank/Building Society				For GMB official use only. This is not part of the instruction to your Bank/Building Society.							
Address				Postcode				If your A/C number is not available fill in your address below							
Name(s) of account holder(s)						Instructions to your Bank or Building Society									
						Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society									
Bank/Building Society Account Number						Signature(s)									
						Date									
Bank/Building Society Sort Code						Reference number (office use only)									

Bank or Building Societies may not accept Direct Debit instructions for some types of accounts