



# Work in the AMBULANCE SERVICE ENGLAND ONLY

October 2015

## CALLING ALL PARAMEDICS YOUR UNION NEEDS YOU TO COMPLETE A SURVEY

### STOP – READ – HAVE YOUR SAY

GMB continues with the on-going talks with the ambulance employers on the key concessions secured for the Ambulance Service earlier this year. One key strand of the work is the review of Job Descriptions (JD) of key ambulance staff in particular. One area we have been exploring is a recruitment and retention (R&R) premia for paramedics. These discussions have had a mixed response from the employers. The biggest barrier to these discussions is the absence of available funding.

The Job Evaluation Group has suggested that, in order to undertake a review of Job Descriptions (JD), further information is needed from ambulance employers. We are working with ambulance employers to assess how best details of ambulance staff JD's and profiles are collated. Whilst this work is being carried out (as this may take some time) the staff side has decided to make a request to the Pay Review Body to submit evidence for a specific recruitment and retention premia for Paramedics.

In addition to this evidence submission, we are undertaking a very specific survey and we need your help to get this survey cascaded to the appropriate occupation groups.

This survey is being run by the three main trade unions representing ambulance staff, including the GMB. The results of this survey will help us to represent the views of paramedics at the NHS Pay Review Body and with employers at a national level. Paramedics are in short supply and high demand is leaving NHS ambulance services facing a recruitment and retention crisis. We want to understand the pressures Paramedics are under and what factors might encourage them to stay in their job or seek alternative employment. The Migration Advisory Council has now listed Paramedics on a critical occupation shortage list and, as a result, this occupation group is now being recruited from abroad.

### HOW TO COMPLETE THE SURVEY

The Paramedic Survey has gone live. You can complete the survey at the following link:

<https://www.surveymonkey.com/r/paramedicretention>

### GMB Ambulance Staff Terms and Conditions Campaign

The GMB remains committed to a proper Job Evaluation Group process of Band 5 and Band 6 Ambulance Staff.

A paper has been submitted to the ambulance employers on behalf of the staff side to consider all ambulance staff and the increasing pressures facing ambulance staff on a daily basis. This approach has had a mixed response from employers. Therefore, as the timeline of the NHS Pay Review Body is tight, the staff side has utilised an opportunity available within the current Pay Review Body round of 'call for evidence' to submit specific evidence for a Recruitment & Retention Premia for Paramedic ambulance staff.

In order to build the case ahead of the oral evidence, we need the help of all paramedics and, therefore, a joint union survey monkey has been established. The survey is anonymous and, other than employer name, no personal details are asked. Please complete this survey as soon as possible.

<https://www.surveymonkey.com/r/paramedicretention>

Join online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)



## ALL NHS WORKERS CAN GET INVOLVED

Joining the GMB is easy, quick and fast. You or your colleagues can join via one of the following methods:

Online at [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

Complete the GMB application form and post to FREEPOST G M B. No other information is necessary.

Email [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk) asking for a membership form.

Ask the GMB to visit your workplace and work colleagues by emailing [nhs@gmb.org.uk](mailto:nhs@gmb.org.uk) and arrangements can be made to have a face to face meeting.

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:**

1<sup>st</sup> October 2015 rates for GMB membership will be as follows:

**Full time- Grade 1** = £2.90 per week (£12.57 per month)

**Part time - Grade 2** = £1.70 per week (£7.37 per month)

## TO RE-CAP AMBULANCE CONCESSIONS SECURED ARE AS FOLLOWS

- 1) In relation to Sickness / Unsocial hours allowance (USH) payment; discussions have been curtailed for the move away from Annex E USH. Employers' have also agreed to curtail discussions around a move towards section 2a unsocial hours under A4C. Employers have agreed to suspend immediately any further work to test, in the High Court, the national agreement on sick pay which relates to the NHS Employers and the Ambulance Service Employers and view that the original agreements included the Ambulance Service Sector. This issue would now, instead, be remitted to the wider talks on further AfC reform. ***GMB will continue to defend terms and conditions of the ambulance staff.***
- 2) Ambulance Employers to introduce a scheme whereby they will match the value of additional pension contributions made by front line ambulance staff to enable staff to take their 2015 pension unreduced at 65. For instance, if the cost of this was 4%, the employer would pay 2%. ***This issue has remained an issue since changes were brought in as a result of the reform of the NHS pension scheme.***
- 3) Ambulance employers have agreed to work with the ambulance unions to address current recruitment and retention issues, either through changes to use of job profiles and bandings or through application of recruitment and retention premia to job roles. ***The GMB welcomes these talks and will fully engage in these talks. The biggest barrier to progress this work is the lack of funding.***
- 4) Ambulance Employers will take forward with Ambulance Unions a specific work stream under the 'NHS Staff Council Working Longer Review' identifying the specific challenges for front line ambulance staff of the increase in pension age and how they can be addressed. ***Again the GMB welcomes these talks and will fully engage in these talks.***

**GMB****GMB@WORK**

# GMB—EXPERTS IN THE WORLD OF WORK

It can be as simple as a new manager, or a new way of working that causes you a problem at work. Guard against that day by joining GMB now. GMB membership covers you wherever you work. Only GMB members get GMB help.

**IF YOU WORK YOU NEED GMB@WORK**

Join now at [www.gmb.org.uk/join](http://www.gmb.org.uk/join) or fill in the form below

then hand it to your local GMB representative, or post it—simply write FREEPOST GMB on an envelope—you don't need a stamp or any other address details.

If you have any questions contact GMB: email [info@gmb.org.uk](mailto:info@gmb.org.uk) or visit our website [www.gmb.org.uk](http://www.gmb.org.uk)

FOR GMB USE ONLY	Section <input type="text"/>	Branch number <input type="text"/>	Membership number <input type="text"/>	Date of joining <input type="text"/>
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## GMB membership application form PLEASE USE BLOCK CAPITALS

### 1 TELL US ABOUT YOU

Surname <input type="text"/>	First name <input type="text"/>	Title Mrs/Ms/Ms/Mr <input type="text"/>	Date of birth <input type="text"/>
Home address <input type="text"/>	Postcode <input type="text"/>	Home phone number <input type="text"/>	Mobile number <input type="text"/>
Email <input type="text"/>		We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members	
Bangladesh <input type="checkbox"/> / Black African <input type="checkbox"/> / Black Caribbean <input type="checkbox"/> / Black British <input type="checkbox"/> / Chinese <input type="checkbox"/> / Indian <input type="checkbox"/> / Irish <input type="checkbox"/> / Pakistani <input type="checkbox"/> / White <input type="checkbox"/> / Other <input type="text"/>		National Insurance number <input type="text"/>	
I agree to abide by GMB rules Signed <input checked="" type="checkbox"/>		Date <input type="text"/>	

### 2 TELL US ABOUT YOUR JOB

Employer <input type="text"/>	Your job <input type="text"/>
Address where you work <input type="text"/>	Postcode <input type="text"/>
How many hours a week do you work? <input type="text"/>	Pay number <input type="text"/>
Work phone number <input type="text"/>	Pay date <input type="text"/>

### 3 PLEASE SELECT WHEN YOU WOULD LIKE THE DIRECT DEBIT TO BE DEDUCTED FROM YOUR ACCOUNT

If you are paid monthly	<input type="text"/> 1st day of the month*	<input type="text"/> 15th day of the month*	<input type="text"/> Last day of the month*	* or next working day
OR if you are paid 4 weekly	<input type="text"/> 1st Friday	<input type="text"/> 2nd Friday	<input type="text"/> 3rd Friday	<input type="text"/> 4th Friday

### 4 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form below and send to: GMB, 22 Stephenson Way, LONDON NW1 2HD

Service User Number

Name and full postal address of your Bank or Building Society branch

To the Manager of <input type="text"/>	Bank/Building Society <input type="text"/>
Address <input type="text"/>	Postcode <input type="text"/>

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.

Signature(s) <input checked="" type="text"/>	Date <input type="text"/>
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For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.

Name(s) of account holder(s)

Bank/Building Society account number <input type="text"/>	Bank/Building Society Sort Code <input type="text"/>
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Banks or Building Societies may not accept Direct Debit instructions for some types of account

Reference number (GMB use only)