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<https://www.facebook.com/gmbeeaas>

If you would like to become a GMB workplace organiser please contact the GMB office on the above number

Much of the communication we have been receiving lately has been very emotive concerning all of the changes that are currently taking place not just locally within EEAS but also nationally regarding the NHS Pay Offer, for which the GMB was and still is the only union that rejected the offer as not being good enough for its members. Fundamentally we go to work for the same basic reasons; to get paid, have our annual leave and limit the impact doing this job has on our family life. Mess with any of those ingredients and you get an upset workforce; mess with all of them at the same time you get low morale, staff leaving and sickness levels on the rise. All of which the Trust is currently experiencing.

Building Better Rota's

As published via the Need To Know, the Trust in association with Unison have agreed to not accept any grievances until the BBR process has been fulfilled. This makes sense as at present there is no agreement in place as negotiations are still ongoing so what would you grievance?

We know why the trust is undergoing this drastic upheaval as the pressure the Trust is currently under by NHSI, Department of Health, every CCG, MP's, the media to list just a few is horrendous for any service delivery organisation to be under and with the extra funding that the board has secured, that comes with attachments that must be met.

What we are advising everyone to do at present is to engage with the process and to see it through to the end. This process unlike the last Roster Redesign is all about increasing resources and not taking them away, so positives could come out of this as the impact across all stations is different.

If at any time you feel that the process is too restrictive, or that the core principles are forcing options on to you then make notes and keep records for evidencing purposes. If the rota's being put forward by the Trust cannot be agreed at station level, and staff cannot come up with a rota that the Trust will sign off on, then staff can choose to refuse to vote.

If ongoing negotiations do not come up with a successful agreement between the staff and the Trust and a stalemate situation arises then the Trust will have no other option but to try and force through a rota that it desires for your station, and at this point all of the information that has been collated can be used to form the basis of any grievance (*collective grievance if more than 2 staff members have the same issues*).

The GMB will support all of its members should the situation arise where the BBR process has been exhausted, stalemate has been reached and a grievance is the only way forward.

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

Annual Leave Policy Update

This was not something we was made aware of during our regular engagement meetings with the Trust and we have had some questionable figures thrown around about how many hours an area may have versus that of its staff entitlement which have not been supported by an evidence.

We have since been assured that every member of staff will be able to take their full annual leave entitlement if they follow the annual leave policy and book their leave in advance. If this does not happen for any particular reason then the Trust will be allowing anyone who is unable to use their full leave as a direct action of the trust the right to ask for any outstanding leave to be carried over to the following year, on a case by case basis at the discretion of the manager.

If you are following the annual leave policy and attempting to book your leave in advance and it is still being refused, keep the reasons given as supporting evidence as it will be needed should the need arise to put in a greivance.

Please also familairise yourself with the Annual Leave Policy and the Annual Leave Policy Update - FAQ's that are available on EAST 24.

Sickness Reviews

Please remember your entitlement to be accompanied at any Formal Sickness Review meeting by your local GMB workplace organiser.

We have been aware of managers who are misleading their staff with incorrect information and as and when matters escalate individuals are being isolated.

Get your orgaiser's involved at the beginning so you can be supported and guided at every stage.

Exciting News

The branch has been working with the Trust for quite some time through regular engagement to have the voice of our members heard and this has proved somewhat successful for all parties involved. Based on this good working partnership we are looking to all of our members across the Trust to become more active with the branch and become a workplace organiser to help support your fellow colleagues when in times of need or seeking advice.

Full training and support will be given by the GMB.

If this is something of interest to you please do get in touch

Keep safe

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