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 **AMBULANCE PAY SURVEY 2018-2021**

 **GMB SURVEY: 18 MONTH REVIEW**

The GMB, the Union of choice for Ambulance Staff, was the only trade union to reject the NHS Pay Award. We are now 18 months into the pay award and we want to hear from you regarding your experiences since its implementation.

The key objectives of the pay award were:

* Increase recruitment and retention of staff.
* Put appraisals and personal development at the heart of pay progression so staff can develop skills and competencies and be rewarded for it and to enhance relationships between line managers and staff.
* Provide the opportunities and support for Band 1 staff to transfer to Band 2.
* Reduce the variation in the approach to payment schemes for unsocial hours.
* Support the growing use of Apprentices and the development of apprenticeship routes to healthcare careers.
* Consistency of Bank and Agency working.
* Improve the health and wellbeing of staff and improve levels of attendance.
* Introduce local mechanisms to guarantee access to annual leave and time off in lieu which are already set out in the Agenda for Change Terms and Conditions Handbook.
* Give consistent access to Child Bereavement Leave and Enhanced Shared Parental Leave.
* Develop a national framework for the buying and selling of annual leave.

Update on implementation of the pay award:

* The pay progression system has been agreed and came into effect on 1st April 2019 for new starters and those promoted into new roles on or after 1st April 2019. For all staff in post prior to 1st April 2019, current organisational pay progression procedures apply until 31st March 2021, after which time they too will be subject to the new provisions.
* The arrangements for transferring staff from Band 1 to Band 2 have been agreed as well as supporting staff who wish to remain in Band 1.
* A new provision in the Agenda for Change Terms and Conditions Handbook to open up Section 2 (maintaining round the clock services) Unsocial Hours Payments to all Ambulance Staff. This applies to all new entrants to the ambulance service in England from 1st September 2018 and those changing roles. Existing staff may choose to move voluntarily to Section 2.
* Section 14 (Sickness Absence) Paragraph 4 of the Agenda for Change Terms and Conditions Handbook has been adjusted to convert eligibility for the payment of unsocial hours during sick leave to a cash value of £18,160. New entrants appointed from 1st July 2018 will not have access to the payment of unsocial hours during sick leave.
* We have been unable to reach agreement on Apprenticeship Pay.
* Work is due to start shortly on Bank and Agency working.
* Work is due to start shortly on the access to annual leave and time off in lieu.
* New Child Bereavement Leave and Enhanced Shared Parental Leave entitlements have been included in the Agenda for Change Terms and Conditions Handbook.
* We have been unable to reach agreement on a national framework for the buying and selling of annual leave.

(Some of the above may vary in Scotland, Wales and Northern Ireland).

As a GMB member working in the Ambulance Service we want to hear what your experiences of the pay award to date have been. Please take a few minutes to complete the survey below and have your voice heard. Some evidence from this survey will be used in the next GMB submission to the NHS Pay Review Body.

Please return your completed surveys by no later than **Friday 6th December 2019** to your local GMB Representative or Officer. Alternatively, you can email them direct to NHS@gmb.org.uk

**You can also complete this survey online at** [**https://www.gmb.org.uk/ambulance-survey-2019**](https://www.gmb.org.uk/ambulance-survey-2019)

1. Full Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_­
2. Membership Number (If known): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. GMB Region: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. Email Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. Workplace / Employer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
6. Job Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
7. Pay Band: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
8. Are you at the top of your Pay Band? Yes [ ] No [ ] Don’t Know [ ]
9. What is your ethnic group?

White UK [ ] Other Asian Background [ ]

White Irish [ ] Chinese [ ]

Other White [ ] Arab [ ]

Black British / Caribbean [ ] Mixed – White & Black Caribbean [ ]

Black British / African [ ] Mixed – White & Black African [ ]

Other Black Background [ ] Mixed – White & Asian [ ]

Asian British Indian [ ] Other ethnic background [ ]

Asian British Pakistani [ ] Prefer not to say [ ]

Asian British Bangladeshi [ ]

1. How much do you agree that your current level of pay reflects the work that you are expected to perform?

Strongly Agree [ ] Agree [ ] Disagree [ ] Strongly Disagree [ ]

1. How do you feel financially 18 months into the pay award?

Better Off [ ] The Same [ ] Worse Off [ ]

1. Do you believe the pay award has delivered on improving the recruitment and retention of staff?

Yes [ ] No [ ] Don’t Know [ ]

1. Are you working short staffed in your place of work?

Yes [ ] No [ ] Don’t Know [ ]

1. Do you regularly work additional unpaid hours?

Yes [ ] No [ ]

1. If yes, how many in a typical week? (numerical values only)

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1. Do you believe you get the correct pay when on annual leave?

Yes [ ] No [ ] Don’t Know [ ]

1. Have you decided not to pursue a promotion in order to protect your Unsocial Hours Payments?

Yes [ ] No [ ]

1. Does your employer rely on volunteers to replace vacant paid positions? If so, has this increased since April 2018?

No [ ]

Yes, it’s increased [ ] Yes, it’s the same [ ] Yes, it’s decreased [ ]

1. Does your employer rely on apprentices to replace vacant paid positions? If so, has this increased since April 2018?

No [ ]

Yes, it’s increased [ ] Yes, it’s the same [ ] Yes, it’s decreased [ ]

1. Pay progression requires annual appraisals. Have you had or are you expecting to have one shortly?

Yes [ ] No [ ] Don’t Know [ ]

1. If you were on Band 1 on 1st April 2018, have you been given the opportunity and support to transfer to Band 2?

No, I want to stay on Band 1 [ ]

No, I want to transfer to Band 2 [ ]

Yes, I chose to stay on Band 1 [ ]

Yes, I transferred to Band 2 [ ]

1. Have you suffered any losses as a result of the NHS Pay 2018-21 pay award?

Yes [ ] No [ ]

1. If yes, please give brief details:

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1. Has your job made you ill (or an existing illness worse) in the last 12 months?

Yes [ ] No [ ]

1. In your view, has there been a reduction in violence against NHS staff in the last year since the enactment of the ‘Protect the Protectors Legislation’?

Yes [ ] No [ ] Don’t Know [ ]

1. How satisfied are you at work on a scale of 1 to 10, with 1 being extremely dissatisfied and 10 being extremely satisfied?

1 [ ] 2 [ ] 3 [ ] 4 [ ] 5 [ ]

6 [ ] 7 [ ] 8 [ ] 9 [ ] 10 [ ]

1. Are there any other issues or comments you want to raise?

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| Please return your completed survey by post to FREEPOST GMBOr by email to NHS@gmb.org.ukNot a union member? Join today – [www.gmb.org.uk/join](http://www.gmb.org.uk/join)Want to be a GMB Rep in your workplace? Email NHS@gmb.org.uk |

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