



Work in the Scottish Ambulance Service

December 2012

GMB@SAS THE BIGGEST GROWING UNION IN THE SCOTTISH AMBULANCE SERVICE.

Introduction

Welcome to the GMB@SAS Trade union and thank you for choosing us to represent your interests whilst employed by the Scottish Ambulance Service.

The union within the Ambulance service has grown at a rapid rate within the last year and we have put in place an infrastructure of Local and national stewards to enable us to deliver the level of representation expected in a fast moving and changeable industry. I believe you have made the right choice and we will strive at all times to represent your views at local and national level, We work on the basis that you the members are the union and will always act with that principal in mind.

Please do not hesitate to contact any of the team if you have any concerns or issues you wish to discuss and once again thank you for placing your trust in the GMB@SAS.

Robert Pollock
President GMB@SAS Branch Glasgow South Station

Xmas Message

On behalf of the officials, stewards and full time officers we would like to take this opportunity to wish you and your families a very Merry Xmas and all the best for 2013 and thank you for your support over the past year.

This has been a busy year for the branch and we are now at the forefront of negotiations within the Service and working in partnership with SAS to make better working conditions for all our staff.

We as a branch will continue to work for the benefit of our members within the Scottish Ambulance Service and will continue to keep you informed and up to date with issues within the service.

John Marr
GMB@SAS
Branch Secretary

Appeal for GMB@SAS Staff Reps

HOW GMB REPRESENTATIVES CAN OFFER BETTER ADVICE

A major part in the GMB@work strategy is training our representatives to the highest standard.

That is why it is now mandatory for every GMB representative to complete an accredited course at college in the field of employment law in the workplace and in health and safety. With this training GMB stewards can represent their members to a consistently high standard.

GMB will also carry on with further training for each representative to Diploma level in Health and safety and to Diploma in employment law. This ensures they are recognized by the regulatory body IOSH that is the Chartered body for health and safety professionals. The GMB@work strategy has increased membership year on year and our General Secretary Paul Kenny is now the President of the TUC.

The GMB is a forward thinking union and with our members voice we aim to be the best in our field. It is the members that control the union from the ground up and that can only be good for the future. Gary Coll SRPara Leven Station
GMB Convenor

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



ALL NHS WORKERS CAN GET INVOLVED

Why Join?

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.

Anyone wishing to receive up to date emails from the GMB@SAS branch, could they please contact the branch secretary at

[johndavid.marr@nhs.net](mailto: johndavid.marr@nhs.net) or visit

our member's only page on

Facebook at GMB/SAS Scotland or

visit our new web page at

www.gmb-sas.org.uk .

Discount Corner

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Visit,

www.sales@spservices.co.uk

Merry Xmas
And a
Happy New Year
From
GMB@SAS

Clinical Accountability

As clinicians within the SAS we are all aware of our responsibilities towards our patients, and the pressures of keeping up to date with skills and knowledge. But unfortunately we now live in a world of accountability, and our job has not escaped. The term of "non blame culture" has now been surpassed, and our every move is now being potentially analyzed, especially if there is a complaint.

As GMB stewards we are now experiencing cases where staff are going through disciplinary procedures, both with SAS and HPC, on a regular basis due to their practice undergoing clinical reviews when someone questions it, some of those cases are hard to defend and our management are obliged to act more as prosecution than defense as they have a corporate/clinical responsibility to the public.

To this end, we at the GMB would rather our members avoided the clinical review in the first place, but should you find yourself in that position then we would like to remind staff, through our experience, of the simple measures to help avoid criticism. Firstly, we can't reiterate enough of the importance of the EPRF. This document is your primary line of defense, even noting if a patient is aggressive can be important as consent is paramount, also the input of vital signs is essential, the SAS won't defend your omissions, secondly, if you find yourself being asked for a statement on an incident then please contact your nearest steward first, as your initial approach to this request is all important and you need to be careful in how you answer, your stewards, or indeed colleagues experience may prove vital in your case.

We are now in an era of zero tolerance within the SAS, and final written warnings are now common place as management push forward with their Clinical Strategy, giving the public assurances of high standards amongst our staff, with the HPC standards making Paramedics accountable for their own knowledge and skills, so please be vigilant in your dealing with the public and document everything, don't give anyone cause to criticize your good work because you didn't fill in a form. It may be good practice to share any comments, views or experiences you may have with your colleagues in the SAS.

Frank Gunn
Lead Steward
North Division

***IF YOU OR YOUR COLLEAGUES ARE NOT
GMB@SAS MEMBERS JOIN TODAY SO YOU CAN
HAVE YOUR SAY.***

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

