



Work in the Scottish Ambulance Service

March 2013

GMB@SAS

**Working hard for our Members
24/7.**

GMB VOTES 'NO!' TO NHS EMPLOYERS AGREEMENT TO CHANGE AFC

GMB members overwhelmingly voted against attacks to NHS AFC. At a vote taken at the NHS Staff Council 26/02/13 the GMB voted against the attacks. The recorded trade union votes was 21 accepted and 11 rejected.

GMB WILL BE WORKING WITH ALL STAFF SIDES TO START AN EARLY DIALOGUE WITH NHS EMPLOYERS TO DISCUSS IMPLICATIONS OF THE AGREEMENT

Background: Back in 2009, NHS Employers tabled a 'pay enabling' agreement which the staff side nationally challenged and rejected. Many local staff sides have been in local negotiations with local NHS trusts to retain 'Agenda for Change' terms and conditions. Some NHS Employers have taken a view that the 'Agenda for Change' agreement is not fit for purpose and, in some areas, NHS Employers feel the AFC agreement lacks flexibility.

On Tuesday 26th February, the Staff Side met, all NHS trade unions were present. GMB voted to reject. The final recorded vote was 21 accepted and 11 rejected – GMB proudly joined others to vote no to these attacks.

This affects England more than Scotland, but we all know that this will creep over the border and one day affect our members within the Scottish Ambulance Service.

Subsistence Allowance & Meal Breaks

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Scottish Ambulance Service Terms and Conditions Implementation Agreement – Ref 1/2010

Under the agreement staff will be entitled to claim the £5 subsistence allowance where the individual:

- Is more than 5 miles from their base, and the 5 hours must cover the period 12.00pm to 2.00pm, **and**
- Is more than 5 miles from their base and **actually incur a necessary** additional cost outside their normal lunchtime arrangements.

(This also applies to nightshifts and 7-7 shifts – rest break window 11-1)
All staff must make this claim through the expenses form. If you do not have an eExpenses account, please make sure you register through @SAS. **All** claims must be accompanied with a receipt, which can be handed/posted to the ASM once you have submitted the claim.

FAO ACA's

Example:

If an ACA's normal routine is working in Moffat and surrounding area and they normally keep their lunch on station, or if your daily work involves travelling from for example - Stranraer to Dumfries or Dumfries to Glasgow as normal duties they would not receive any subsistence payment

However, if, in exceptional circumstances, they were asked to travel out with their area (day hospital asked to do a journey) and could not return to base for lunch, therefore needing to buy lunch – the payment of up to £5 would be paid.

Malky McNeish GMB Steward & Safety Rep

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



ALL NHS WORKERS CAN GET INVOLVED

Why Join?

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

Accident at Work Injury Line

Just call: 03333 216 219

Introducing a new way to report an accident at work, simply call the injury line!!

Newsletter

Anyone who would like to place an article in the branch News Letter or our new web pages, please contact the branch secretary. Next Issue due out June 2013.

Free Legal Advice

Call 0800 027 2233 for free and discounted legal advice which is part of membership with GMB@SAS

Discount Corner

Battlefield Select Tours

Visiting Battlefields of WW1 and WW2 with 4star service.

10% Discount to all GMB Members when booked along with their membership number.

www.battlefieldselecttours.co.uk

SP Services will give members a 10% on any purchase, just mention you're with GMB@SAS along with your station.

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

Tommy Steele

Welcome members to the next issue of our news letter GMB@SAS, I was present at the partnership meeting on the 12 February 2013 at DHQ AYR for the south west division, during that day two presentations were given, the first concerning the commonwealth games 2014.

The first presentation was given by James Stevenson National Events & Operations Business Manager for the Scottish Ambulance Service, James and his team have a mammoth task in front of them to ensure all goes well, we as a union have intimated to James that we would like to be proactive concerning the games and will endeavor to pass all information to our members that James imparts to us.

The service will be heavily involved at this event involving all departments within the service, James explained the site venue (which you can access on the net through the games site), and some of the statistics are as follows.

Dates for the event 24/07/2014---03/08/2014, 191 events at various locations, 60 extra staff to organize, 100 staff on a given day, 23 A/E vehicles, NES vehicles and staff, mountain bikes, motor bikes, maintenance 24/7 to ensure serviceability.

Please keep an eye on the news letter as info for this event will be published as we hear more from the team and James, also John Marr will be posting info to your inbox.

The second presentation was named Flying Lesson, no not about us flying, rather presented by an operational airline captain who explained why the industry took the approach of the Swiss cheese model and how we could utilize this presentation to assure better patient care for our patients, as they did for the public that fly in aircraft all over the world safely.

The Swiss cheese model can be researched on the net to give better understanding of what it represents and how it works in the patient care scenario in which we work every day.

In today's Ambulance service we have many levels of care and many skill levels, also various age groups from young to the more mature. This presentation makes us as patient carers look at ourselves and others, and gives good methods on how to approach one another to utilize the skills and experience we have within the service for better care for the patients we transport and treat.

How many times has it been said in an ambulance or mess room "Oh that young yin thinks it knows everything" or "that old yin is a dinosaur". But if we term the previous and look it another way" The new skills we have today with the experience in the service, we can deliver good quality care and further more we can adopt a culture in which we can spot the mistakes we all make, and approach one another without malice but work as teams who has the patients wellbeing foremost, we can lesson the mistakes and be a safer provider of health care.

Well members your thinking who's this preacher, far from the truth, just reflecting on the final written warning and 18 months probation, if every person in the service could have seen the presentation I would say at a good guess 75% of the disciplinarians would not have occurred.

This change in the way we treat ourselves and work together as teams at all levels and all departments within the service young or mature is what has been proven and saved thousands of lives in the airline industry which we all use.

Tommy Steele
Vice Convenor

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