



# Work in the Scottish Ambulance Service

October 2017

## GMB@SAS

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

#### News From The South East Division

This year has seen the Gmb continue to expand our membership within the Division, whilst also being able to recruit some new reps to assist with the expanding workload. We now have reps based in Edinburgh, Haddington, Livingston and Dalkeith Stations with this enabling us to better represent our members across the Division. We are still requiring Reps in East Acc and the Borders district. If anybody is interested please get in touch with myself for more information.

I would like to share 2 recent success stories which highlight the good work being carried out on behalf of our members.

Firstly, back in March, South East Management intended to introduce a roster for PTS staff to work public holidays. When efforts to resolve this imposition failed, the Gmb were left with no choice but to submit a Grievance in order to protect our members' terms and conditions of employment. This was subsequently discussed at a Working Practices Steering Group National meeting (WPSG), with the outcome reflecting the Branch's continued position – this being that in line with their current terms and conditions, PTS staff will continue to work public holidays on a voluntary basis only.

Secondly, an ongoing issue affecting our rostered Technicians in South East has also recently being overturned. These staff members were being forced to vacate their board position at the commencement of their Paramedic training. This was having a detrimental effect on morale, whilst also inhibiting Paramedic applications. For those that were applying for posts, they were all finding it difficult to achieve their required mentored hours. Following a tri – union collective Grievance (which again ended up being put on the agenda at a WPSG), South East were asked to come into line with the rest of Scotland. Our Trainee Paramedics can now remain on their rostered board slots until they are registered with the HCPC – a great outcome.

As always, thanks to all our members for your continued support.

Regards  
Ross Herbert

#### Good News Grievance

The North Divisional Stewards successfully challenged the practice of staff from the islands being treated differently whilst they are studying at the GCU.

Traditionally, island staff had their travel down to the mainland only paid for at the beginning and end of their training. They then had to stay in accommodation for the duration of their training with only one other paid for trip home whilst their colleagues on the mainland went home with their travel costs paid every weekend.

On an enquiry from an island colleague, we raised a grievance on the grounds of unfair practice by treating staff members differently based purely on their location. The grievance was upheld at the formal stage 1.

The outcome for the staff member now means that they can go back to her island home to every weekend with travel expenses covered the same as the rest of the mainland colleagues.

This is very important for this particular member as they have a young family and it was a barrier for them to commit to training to be a Paramedic.

Fairness and equality for all!

Cheers,

Robert Appleby

#### Up and Coming Campaigns

**Fair Banding for all!!**  
**Working time for putting Uniform on and checking Equipment!!**  
**PTS Reductions!!**  
**Bullying by Managers!!**

More Details in the next issue of your Branch News Letter.

Join online at [www.gmb.org.uk/join](http://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: 0800 333 0303

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.

### Free Legal Advice

**Call 0800 333 0303 for free and discounted legal advice, and free will service, 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](http://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.***

## Robert Pollock

GMB stewards /members I would like to start off by thanking all members for their continued support of your union the GMB @SAS. We have evolved into a very strong and campaigning branch of the GMB and continue to fight to protect and improve your terms and conditions of employment .

This year we have seen well overdue banding changes for Technician and Paramedic staff.

Although this was a massive win for these pay bands we see this as only the starting point.

Our well documented fair banding for all campaign moves on and we can assure you of our best efforts in improving pay whenever possible for all.

The GMB reps and elected board are working very hard on your behalf and sometimes you the members are last to know what's going on.

There is many occasions when we are bound by rules and restrictions of information but there is also times when by our own admission we could do better, This is something we intend to improve over the months and years ahead.

The reps working on your behalf unlike some other unions receive absolutely no payments from any source and this allows us to purchase diaries pens ECT and distribute them to you the members. They also have full time employment and family responsibilities and demand on their services is high.

We need more active members in all areas to allow us to continue to fight on your behalf and would invite anyone interested in becoming more active to contact myself or John Marr branch Secretary..

I have attended 47 meetings varying from 2 hours to 12 hours representing staff and negotiating with management on your behalf this means a lot of my official rest days turn into more work days although toil is claimed to recompensate further down the line it does put a lot of strain and restrictions on your social and private life, and therefore anyone contemplating volunteering their services should ensure they are willing to commit before applying.

I would like to finish by stating our campaign to push the Scottish government to lift the 1 percent pathetic wage cut looks as though it has been successful, Indications are strong at time of writing this article would suggest a fair pay rise is more likely come the next financial. Year.

We value your membership and can assure you we will continue to work tirelessly on your behalf at all times.

Many Thanks

R Pollock Branch President/paramedic Glasgow South ..

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

