GMB LONDON AMBULANCE SERVICE UNION



Dear member/ non member

 As you might be aware the NHS staff Council working in partnership met on the 21st March 2018 and a framework agreement was reached on the three year pay offer 2018 – 2021. All GMB members will be balloted on this offer so please make sure your details are up to date (home address, current email address, workplace ect) if you need these updating please contact GMB memberships on either number depending what region you are in London 020 8202 8272 or Southern 020 8397 8881.

Out of the 14 Unions involved in the negotiations, GMB is the solitary voice of opposition to the deal. On the 20th March 2018 the GMB pay conference received a report of the negotiations, reviewed the most up to date draft agreement that was available at this time. At this meeting the GMB members decided to recommend that members reject the pay offer. The final agreement was received on the 21st March 2018 and this would have been the first time the unions would have seen this final agreement. At this meeting the unions reported back if they recommend accepting or rejecting the offer to its membership. GMB was very surprised that the other unions had recommended accepting the offer not knowing all the facts

Back ground information

Our terms and conditions are governed by the NHS agenda for change handbook (AFC) which was introduced in 2004/2005 which the GMB negotiated on which saw staff move into a more equal pay system. Ambulance staff were moved into AFC into pay bands which in turn gave staff an initial pay increase. This meant that staff would move to the top of their respective pay band each year on their incremental date except EMTs who have been capped at spine point 20, an issue which the GMB continue to dispute.

The GMB has lead the way in putting pressure on the Government with our end the public sector pay pinch campaign due to the government public sector pay freeze/ cap of 1% for the last seven years which has seen the average public sector worker receive a real term cut of £8,953 between 2010 - 2017

The 2018 – 2021 would mean a change to the pay structure in (AFC) and to some terms and conditions that could affect our members not only now but in the future. The agreement can be found on the NHS employee’s website [www.nhsemployers.org](http://www.nhsemployers.org) or from our local GMB workplace organiser.

It is true the 1% pay cap has been lifted but for over 50% of NHS workers at the top of their band, this still means three further years of effective pay cuts as the increases fail to keep up with inflation. **Are you one of the over 50%?**

The proposal

The proposal is a three year deal of 6.5% over three years for those at the top of their band

The effective date for pay awards will remain as 1st April. The value of the top pay points in bands 2 – 8c will increase each year as follows

3% in 2018/19

1.7% in 2019/20

1.67% in 2020/21

A 1.1% one off cash lump sum none consolidated meaning (not pensionable) in year 2019/20

**GMB has deep concerns over this offer. As stated before it does lift the 1% pay cap/freeze but in years two and three the value of pay will decrease further as the predicted inflation rates exceed the 1.7% and the 1.67% pay offer. And again we are concerned that the 1.1% one off offer of the lump sum is not consolidated and therefore not pensionable.**

The existing pay bands will be restructured with the reduction of pay points reduced by two points in bands 2,3,4,8a,8b,8c,8d,9 with three points for bands 5,6,7

This will enable staff in bands two – seven to reach the top of their band more quickly you can use to pay calculator to see what this means for you at [www.nhsemployers.org](http://www.nhsemployers.org).

At present you move to the top of your pay band on your incremental date. This will be removed so please bear this in mind when looking at the calculations as this offer is inclusive of your incremental rises as well as any pay offer over the next three years that might have been offered.

Staff will need to demonstrate they have met the required standards with a line manager and follow the pay step submission process in order to access the next pay step point. The standards that are stated in the final agreement agreed by the other unions is

1/ The appraisal process has been completed with outcomes in line with the organisation standards and no **formal capability process is in place.**

2/ **There is no formal disciplinary action live on the staffs members record**

3/ **Statutory and mandatory training has been completed**

4/ for line managers only- must have completed appraisals for all their staff

5/ any local standards as agreed through local partnership working

 **GMB has deep concerns that staff will not see pay rises due to being on a capability process or on a formal disciplinary warning. Or that staff have been unable to complete their Statutory and mandatory training due to unforeseen circumstances. Any Staff members that don’t meet the criteria will not see any pay rise at all. GMB see this as totally unacceptable and again another reason why the offer has been rejected.**

Unsocial hours

All new entrants to the London service from 1 September 2018 will go into section two of (AFC) this will also happen to staff that change their roles including promotion. It must be noted that existing staff will be offered a voluntary move to the section two of (AFC) which has different pay rates as set out in the frame work agreement page 13. At present all staff receives unsocial hours payments as of annex E. for staff in bands one – seven any time worked before 7.00 am or after 7.00 pm Monday to Friday and any time worked on Saturday, Sundays or Bank holidays

Please read the new proposal of the frame work agreement as the unsocial times have changed from as above to all hours on Saturday (midnight to midnight) and any week day after 8 pm and before 6 am, all hours on Sunday and public bank holidays (midnight to midnight). The rate of unsocial payment will also change for those in bands one to three and will reduce over the three year deal.

If you decide to voluntary move to section 2 you will not be paid unsocial hours if you are off sick which at present most staff do still receive this payment. This was something that the government wanted to introduce in 2013/2014 but GMB successfully defended it as it was going to be detrimental to our GMB members.

**GMB again have concerns although this is voluntary for existing staff unless to change roles or get promoted which could have an impact if you choose to career progress in the future after the 1st September 2018. The most vulnerable staff whilst off sick will lose pay and the new entrants will be on worst terms and conditions than those they work alongside. Bands one to three will see a reduction in their unsocial hour’s payments over the three years. We are also concerned that whilst this is voluntary at the, moment, there may be attempts to force changes in future years once the majority of NHS staff find themselves on the new arrangements.**

Finally

**GMB LAS UNION is the union for London ambulance staff all members will have a final ballot to decide if you as an individual accept or reject this pay offer.**

**The GMB has recommended rejection to this offer and is the only union to do so on the grounds above whilst the pay cap has been lifted has it really gone far enough after a pay cap/freeze since 2010. Only our members can decide.**

**I will send out more information as and when I receive any**

**Thank you in solidarity**

**Clive Tombs**

**GMB LAS Branch Secretary**