



**AMBULANCE MATTERS -  
AGENDA FOR CHANGE SPECIAL  
CONFERENCE EDITION  
SEPTEMBER 2004**



**HEALTH EXECUTIVE RECOMMENDS ACCEPTANCE  
AFTER MAJOR AFC CONCESSIONS SECURED**

**The special conference which will determine the UNISON Health Service Group's recommendation to the membership on the Agenda for Change proposals is only weeks away.**

On 7 October at the Ibis Hotel, Earls Court, the Health Service Group Executive will be seeking the endorsement of over 300 branches of its decision to recommend acceptance. It is anticipated that the issues

will be as hotly debated as in 2003.

**Unsocial Hours  
Victory**

Worries over pay related conditions of service have been largely addressed through UNISON re-negotiating the unsocial hours and on-call packages. By reverting to existing Whitley / local unsocial hours and on-call agreements where these currently apply, and introducing the new arrangements where currently none exist, no one should be worse off because of them. Indeed many groups of staff who currently have no unsocial hours provisions, such as those working for Ambulance Trusts will receive considerable benefits.

The impact of these negotiated changes to the proposals has been tested on staff outcomes in the Early Implementer Sites. They have had the effect of reducing the need for pay protection across the board to below 8% of staff in the first year

of operation, and less than 5% in year two.

Whilst unsocial hours and on-call arrangements would still be subject to further review, it could safely be said that UNISON would be starting from a very strong position from which we would only move upward. In any event the Service Group Executive will be recommending a **3rd ballot** on any proposals arising from the Unsocial Hours Review, so any further changes will be determined by the membership.

**Outstanding Concerns**

Most of the concern has now focused on Administrative & Clerical staff, whose situation is not as certain as other staff groups. This is largely because a relatively low percentage of national profiles have been produced covering their jobs making it harder to identify where individuals might fit in.

A lot of work is currently being undertaken to address these concerns. UNISON has successfully argued for more core Admin and Clerical pro-

files to be produced as a matter of urgency. We are directing activists and members to access those profiles which have already been finalised. We are seeking more information on where posts have been matched or assimilated in the EI sites and will circulate this as soon as possible.

**Ambulance Sector  
Committee**

The Ambulance Sector Committee, at a special meeting held on 25 August had decided to recommend acceptance of the proposals on account of the following:

- Ambulance staff will achieve considerable benefits
- Agenda for Change provides a solid platform to move forward on. It would immediately raise the minimum hourly rate of pay from £4.85 to £5.69 (over 17%) and reduce the working week for many members. Most staff would also benefit from an increase in annual leave.

**UNISON BALLOT  
TIMETABLE**

<i>Special Conference</i>	<b>7 Oct</b>
<i>Ballot Papers Despatched</i>	<b>13/14 Oct</b>
<i>Ballot Closes</i>	<b>5 Nov</b>
<i>Result</i>	<b>8 Nov</b>

*To join UNISON or, if you are already a member but don't receive a ballot paper by 21 October call*  
**UNISON Direct**  
*on*  
**0845 355 0845**

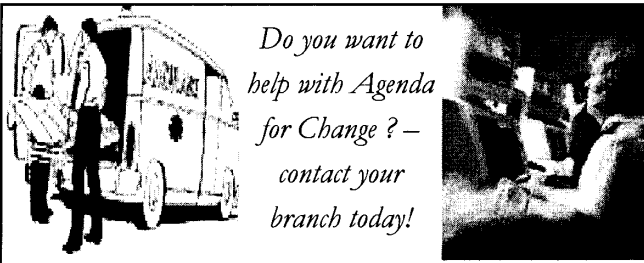
**EXECUTIVE RECOMMENDS ACCEPTANCE** *continued from page 1*

- AfC would build career development and training opportunities into all posts at all locations, unlike the present situation, where such initiatives are inconsistently applied.
  - AfC brings the negotiations for pay and related conditions under one roof, instead of the present 7 Whitley Councils and innumerable local arrangements.
  - AfC provides the best opportunity to campaign for other UNISON policies e.g. a working week of 35 hours for all members. It is the starting point not the end.
- AfC complies with National Delegate Conference policy on addressing pay discrimination in all its forms. At the same time most of our members will see fundamental improvements to their working lives under the changes.
- For the relatively small percentage that require it, protection arrangements will extend to 2011 and the proposals also advocate retraining and refocusing affected posts to reduce the necessity for protection.

**AGENDA FOR CHANGE – HOW WILL IT EFFECT PAY?**

*What effect would acceptance have on Ambulance staff pay? The following examples may help to give you a better idea of the potential outcome if AfC is accepted (basic pay and current paramedic allowances only):*

Post	Current Max	AfC Max 1 Oct 04	AfC Band
<b>Control Assistant Grade 1</b>	<b>12,817</b>	<b>14,278</b>	<b>2</b>
<b>Ambulance Person</b>	<b>14,010</b>	<b>15,877 / 18,647</b>	<b>3 &amp; 4</b>
<b>Qualified Ambulance Person</b>	<b>20,250</b>	<b>23,442</b>	<b>5</b>
<b>Leading Ambulance Person</b>	<b>21,750</b>	<b>29,302</b>	<b>6</b>
<b>Ambulance Officer</b>	<b>31,377</b>	<b>34,417</b>	<b>6/7</b>



*Do you want to help with Agenda for Change? – contact your branch today!*

**AGENDA FOR CHANGE WILL BRING MAJOR IMPROVEMENTS TO OVER 90% OF HEALTH WORKERS, ESPECIALLY THE LOWER PAID FROM DAY ONE. IT WILL PROVIDE A SPRINGBOARD FOR MEANINGFUL IMPROVEMENTS FOR ALL IN THE FUTURE. USE YOUR VOTE WISELY !**

**In addition to these improvements in basic pay, under the Agenda for Change proposals:**

- ◆ **Unsocial hours pay would apply to all NHS staff, to holidays and sickness**
- ◆ **Overtime rates would be paid to all staff**
- ◆ **Existing call out arrangements would continue**

**Agenda for Change would also deliver:**

- ◆ A working week of 37.5 hours – currently 39 for Ambulance staff under Whitley
- ◆ Annual leave of 33 days after 10 years service – Whitley only provides Ambulance staff with a maximum of 30;
- ◆ Recognition that the requirement to work in meal breaks must be counted as working time;
- ◆ Structured career training and development for everyone;
- ◆ Strengthening of the principal of collective bargaining and UNISON's lead role in national and local partnership working in the NHS;
- ◆ A barrier against the threat of privatisation and a valuable weapon in the campaign to eradicate two-tier working.