Keeping our members informed, supported and protected in the London Ambulance Service.

Eric Roberts Life and Legacy in the London Ambulance Service and Unison
Latest news on Paramedic Band 6
Updates from the Frontline, EOC and Health and Safety

www.lasunison.com
UNISON provides quality legal services for employment-related and non-work issues at no extra cost to members and their family. In fact, UNISON provides the broadest range of legal help to union members in the UK.

What do UNISON legal services cover?

- **Employment advice**
- **Personal injury** service – covers any accident which happens either outside or in the workplace, including assaults at work and industrial disease claims as well as road traffic accidents and accidents on holiday.
- **Criminal Injuries Compensation Authority (CICA) claims** for work-related injury due to a violent crime
- **Work-related criminal offences**
- **Wills** – free wills service for members, with reduced rates for family members;
- **Conveyancing** – discounted for members and their family members;
- **Clinical negligence** – free screening service to assess a potential legal claim for members affected by clinical negligence for members and their family members.
- **Free legal advice on any non-employment issue** from UNISON’s lawyers. This service entitles you to receive a 30-minute telephone interview.

Recovering from an injury at work or simply want to spend some time with family and friends

UNISON Croyde Bay Holiday Resort is an ideal setting to relax and unwind.

Overlooking the Bristol Channel, this unassuming hotel is a 10-minute walk from Croyde Beach, 2.2 miles from Saunton Golf Club and 12 miles from Chambercombe Manor. The simple rooms feature free Wi-Fi, flat-screen TVs, and tea and coffee making facilities. Some rooms have patios. A restaurant offers a breakfast buffet and carvery dinners, and there are 3 bars. Other amenities include a spa, an indoor pool and a hot tub, plus an exercise room.
Dave Prentis Tribute to Eric Roberts - LAS UNISON Branch Secretary and UNISON President.

Eric Roberts, a lifelong servant of our union, and of those in greatest need, sadly died in late November after a brief struggle with cancer.

He was the President of UNISON, but more importantly he was a loyal and true friend to so many of us.

Born in Litherland, a proud Scouser and Liverpool fan, Eric was a man who lived enough – and had stories to tell – for more than one lifetime. From fixing drums for the Beatles, to wine waiter, baker and pots and pans seller – Eric eventually found his way to London. And one day, seeing an ambulance shooting down Oxford Street, he decided that’s what he’d like to do.

He had found his calling. For 42 years he served the London Ambulance Service with the passion and dedication for which he became well-known, and his union as branch secretary, NEC member and – this year – our President. He was the first ambulance person to be elected as UNISON President – something that I know was a source of immense pride to Eric, his branch, his family and everyone who knew him.

Eric wasn’t someone who sought out high office. Ambition wasn’t what drove him. Instead, it was an unstoppable desire – a need – to serve people and help people. To represent them and to do his best for them.

To Eric, everyone in the union and the ambulance service had a part to play – and every day he did his job to the best of his ability, and brought out the best in others at the same time. His loyalty to this union was as unquestionable and unswerving as his love for its members.

I will miss his honesty. I will miss his infectious personality. But most of all I will miss his friendship. Eric Roberts was a good man who gave so much to so many people. Eric said upon his election as President that UNISON was the “best union in the country”, but the truth is that Eric was the best of us.

Our thoughts are with his children Jack and Rhian, family, friends and colleagues, as our union mourns one of our biggest personalities, most loved friends and most powerful advocates for the values that sustain our union.

Eric Roberts – I will miss you.

Your tributes to Eric

UNISON has been collecting tributes to Eric and if you would like to add your own please email action@unison.co.uk.

They are published on the following page – https://www.unison.org.uk/news/2016/11/remembering-eric-roberts/
ERIC ROBERTS

It is with much sadness that this newsletter should have to report on the death of Eric Roberts, our Branch Secretary since the very beginning of our branch in 1993.

Eric’s passion for justice and equality was infectious and ensured that our branch grew stronger under his leadership and delivered many positive changes that we take for granted.

Indeed under Eric’s leadership, LAS UNISON has been integral to reversing the trend that was prevalent in the ambulance sector across the country that believed ‘efficiency savings’ are achieved at the expense of workers pay and conditions. This was highlighted by the drive to force Band 3 colleagues to work with Band 5 paramedics under the ‘Time for Change’ proposals. These proposals would have also seen EMT’s downgraded and deskilled. However instead of a ‘race to the bottom’ we now have a ‘rise to the top’ with the Band 4 EAC role working with Band 6 paramedics, whilst our EMT’s are protected in Band 5, and it is perhaps fitting that many parts of Eric’s ‘London package’ are now being delivered.

Eric leaves a union branch that is strong, well organised and growing bigger with each week, with members who are united in their grief but determined to continue the struggle for a greater say in their future in the true collective spirit of Eric and UNISON. Eric’ Life and Legacy on Pages 12-13.

Well done to all those who took part in the recent ‘Ambulance’ documentary. Our job is tough enough without a camera following you around but the overwhelmingly positive feedback from all those that watched it, is testament to the professionalism and compassion that we have across the service. The programme gave valuable insight into the pressures that we face, in particular EOC who are often overlooked in pre-hospital documentaries, and how everyone plays a key role from ‘Call to Discharge’. During these times of chronic underfunding this further underlines the importance that we need to stick together and support each other as best we can.

SPECIAL MEASURES

In February 2017, we look forward to follow up inspections from the CQC after our service was deemed inadequate and put into special measures. Put into special measures by the CQC that found ‘senior manager and executives and board members were remote and lacking an understanding of the issues that staff were experiencing’. You’d be right in thinking that perhaps consultation and partnership with the staffside unions would be high on the list of senior management priorities. Indeed Staff Councils are an ideal forum where Executive managers can meet Staffside representatives to discuss on-going issues, where managers are made aware of issues that can cause friction and resentment, where issues that can demoralise staff and affect motivation and performance are discussed and yet………we’ve only had ONE Staff Council since January 2016.

REPEATING THE SAME MISTAKES

During that time many issues that could have been resolved quickly have stalled with little or no concessions from our Senior Management group causing frustration amongst our colleagues. Furthermore, it seems we have learnt little from the experience of our ‘Hannibal House’ recruits and the B’relief rota where our new staff were treated them with such contempt. Fast forward to the last 12 months and look at how our iPAras’ are being treated. Misled during recruitment and then ignored by Senior Managers when the promises they were given have not materialised.

UNISON AGREES NEW PAY DEAL FOR PARAMEDICS

In early 2016, LAS UNISON was the only union in the LAS to submit a new ‘Job Description’ that would allow the service to move all Paramedics into Band 6. Following lengthy negotiations, an agreement was reached locally in September. We are pleased to confirm that this was ahead of any National Agreement, and meant our service was well placed to accept the new Job Profile agreed nationally, which was confirmed in December. Initial funding has been agreed by the Department of Health, NHS England and NHS Improvement. Further meetings have been arranged during January to finalise the deal locally in the LAS.

UNISON head of health Christina McAnea said “This agreement shows what can be achieved when everyone works together in the interests of both patients and staff”

Please visit www.lasunison.com for more information on this agreement.
Time and again our service repeats the same mistakes by not consulting with staffside on issues which are then doomed to fail. The bungling introduction of the Senior Paramedic role and the costly refitting of the new Tiguans are stark reminders of the damage to both reputation and finances that are caused by a lack of engagement and consultation.

MANAGEMENT STYLE

Yet Senior Management seem determined to continue with the same style and culture. Aside from one or two exceptions, our senior and executive management group still remain distant and lack real insight and understanding of the issues we face on the ‘shopfloor’.

This Autocratic, Command and Control, style was particularly evident during the management re-structure, which paid lip-service to consultation and with no real desire to listen or change course. Whilst the new structure may have brought improvements to CCG engagement, any benefits to the Band 7 and 6 levels are far less clear. It is highly likely that the restructure, exclusively top-down, and undertaken during an operational crisis, had a seriously negative impact on our performance, wasting too much time and energy amongst our middle managers worried for their futures instead of being allowed to focus on delivering support to the frontline.

Furthermore, despite the restructure taking place over a year ago it has still failed to deliver on key elements with huge concerns at the lack of IRO resilience, uncertainty for GSM recruitment and retention and failing so far to deliver on one of its key promises of 16 staff per team leader. Furthermore, job evaluations for some management positions have been exposed as flawed and its unlikely that the goal of saving £1 million per year is achievable with any improvements to local management support for our colleagues due primarily to improved recruitment and not the restructure.

UNISON have raised our concerns at the process and we hope that the issues mentioned above will be resolved in the coming months, but what is certain is that the style of management that has been so prevalent in the service cannot continue. It has failed us all and let us be in no doubt that the LAS will only be great, when consultation and engagement with staff and their elected staffside representatives is also great. We face many challenges ahead but UNISON will continue to support and protect our colleagues and we wish all our members a happy and healthy 2017.

AUTOCRATIC LEADERSHIP, also known as authoritarian leadership, is a leadership style characterised by individual control over all decisions and little input from group members. Autocratic leaders typically discourage employees to make own suggestions or to come up with own ideas to solve problems.

Tax Relief on UNISON Subscriptions

DON’T FORGET TO CLAIM TAX RELIEF ON YOUR SUBS.

UNISON IS THE ONLY LAS UNION THAT CAN CLAIM TAX RELIEF FOR SUBS

In addition to claiming tax relief for laundering your uniform and for HCPC fees, you are also entitled to 70% tax relief on your UNISON Subscriptions.

This is because UNISON was successful in securing this benefit after extensive negotiations with Her Majesty’s Revenue and Customs (HMRC). We were able to demonstrate that the activities of our organisation are mainly directed at helping members of a profession to do their jobs better, in the same way as other professional bodies.

Contact HM Revenue & Customs directly on 0300 200 3300.

It’s a 10minute phone call and can be backdated for up to 4years!!
Operational Partnership Forum (OPF) is a forum for the Senior Management Group (DDO’s, ADO’s etc) to meet Senior Staffside Reps to discuss operational issues.

STAND DOWNS POST TRAUMATIC EVENT

Sometime ago, a directive from Senior Management stated that colleagues should be booked sick and NOT stood down following a traumatic incident (described as an event that can be ‘physically or emotionally overwhelming’).

UNISON raised objections highlighting that this contradicts the Stress Management Policy (HS018) and that this does not give our colleagues sufficient support at difficult times and can actually increase stress if potentially triggering the Managing Attendance Policy (MAP).

At the last Operational Partnership Forum (OPF), Senior Management confirmed that this directive is no longer valid and has been withdrawn. Stand Downs should occur in appropriate circumstances.

Please see HS018 for further appropriate guidance and discuss this with your local management teams and your UNISON Rep if you require any further info.

UNSOCIAL HOURS FOR ANNUALISED HOURS COLLEAGUES

UNISON have raised concerns that our colleagues on ‘Annualised Hours’ contracts are being treated unfairly with respect to their entitlement to an unsocial hours pay uplift. Contracted hours are averaged over a 12month period with Annual Leave and Bank Holidays deducted. However the required number of unsocial hours are not being pro-rata’d to reflect this. We expect this to be resolved soon.

REST BREAKS FOR NETS COLLEAGUES

Currently NETS colleagues only receive one 30min break for any shift over 10hours. This unfair policy had been questioned by UNISON at earlier OPF’s. However, Senior Management have recently stated their wish for a new Rest Break policy for all frontline staff and we will ensure that NETS are included in any discussions. We will keep you posted.

REDEPLOYMENT OF PREGNANT PARAMEDICS

UNISON have raised objections to the wording in the policy that redeployment to the CHUB was mandatory. We have asked for this policy to be reviewed and there has been an agreement that the policy is unworkable in its present state and will either be withdrawn or amended.

10% PAY RISE FOR MENTORING

Earlier this year the Service attempted to make mentoring compulsory citing HCPC expectations. UNISON Reps, and UNISON Reps alone, sought immediate discussions and stressed that HCPC refers only to ‘Understanding the importance of mentoring’ and NOT ‘Undertaking’. Following further discussions a 10% uplift was offered and we are pleased to confirm that this has been extended until further notice.
OPERATIONAL PARTNERSHIP FORUM HOT TOPICS

JOB CYCLE TIME

We welcome open discussions on this issue, and indeed have been part of the ‘End of Shift’ project for FRU’s that will help to reduce late jobs. However, our requests to see the McKinsey Report have so far been ignored. JCT has risen due to a combination of effects. Not only has our successful ‘Hear and Treat’ service reduced the number of jobs that are less complex, but there has also been a collapse in elderly social care and adult mental health care and consequently a rise in patients with more complex needs which are therefore more time consuming. We hope to have further discussions in the near future.

MENTORING HOURS FOR INTERNATIONAL PARAMEDICS

UNISON raised serious concerns at the reduction of mentoring hours for our iPara colleagues recently recruited to the service. Many from Australia have little placement experience during their university course and the reduction to 300 hours, a decision taken without any consultation with affected staff, put our colleagues in unnecessarily stressful situations. UNISON have had further separate discussions and we hope to have this resolved soon.

TAXIS FOR STAFF FINISHING LATE.

UNISON have concerns that reliefs who rely on public transport and are sent off complex for late shifts are then placed in vulnerable situations by having to walk long distances and travel on night buses whilst carrying bulky equipment. We do not accept that providing taxis will be open to abuse, and are seeking to discuss proposals for a trial period.

C1 SUPPORT FOR iPARA’s. UNISON remain the only union to have raised concerns at OPF over the broken promises given to our iParas colleagues with regard to support for obtaining C1’s. We are seeking further discussions and will keep you updated with any progress.

POLICY REVIEW - TRAVEL TIME POLICY (HR045)

For colleagues who have to travel further such as RELIEFS who undertake duties away from their base complex, please note the following from ‘Payments of Travelling Time Policy (HR045)’ –

5.2 It is the policy of this Trust to compensate staff by making a plain time payment for the additional time spent on travelling to report for duty to a place other than the usual place of work in the following circumstances:

- For attendance at one of the defined training courses, where it is not possible to adjust the course duration or timing so that the travelling is undertaken in work time.

- For relief staff required, for reasons of operational cover, to travel to a station beyond the boundaries of their normal complex.

5.6 Additional Time is defined as that time reasonably claimed as over and above the amount of time normally spent on the employee’s journey from home to the usual work base. Claims will not be accepted if the usual time to work journey is included.

6.2 A claim for payment may be made by completing and submitting form LA251 http://thepulse/forms/12563019224520.html to the authorised manager. In submitting the claim, the employee is certifying that the amount of time for which payment is sought reasonably represents the time spent on the journey over and above the time normally spent on the journey to work. The employee must declare the time normally spent.

Please read the policy for more detailed info.

We hope this review helps and by all means let us know if there are any other policies you would like covered in future newsletters.

STAFF RESOURCING AND MOVEMENTS

UNISON have requested an urgent review of these policies and a review of the systems in Resources. Too often reliefs are crossing each other on their way into work. We have been promised discussions in the near future. We will keep you posted. In the meantime, please continue to let your local UNISON Rep or your Sector Rep (please see list on Page 15) if you wish to discuss any concerns surrounding this issue.
UNISON meets NHS Pay Review Body to give evidence on behalf of NHS staff
We call for decent pay rise for all staff, including a return to UK pay and the living wage

UNISON has met with the NHS Pay Review Body (PRB) to present evidence on behalf of UNISON members. We presented a clear case that NHS staff both need and deserve a fair cost-of-living pay award. In our annual pay survey, carried out over the summer, over 21,000 UNISON members responded. You told us that:

- Nearly two-thirds of you feel worse off than you did 12 months ago.
- 59% of you rely on unsocial hours payments to sustain your standard of living and 34% rely on overtime payments.
- Just under one-fifth of you took on work in addition to your main job, with nearly two-thirds of those doing so because your basic salary is not enough to meet living costs.
- Nearly half of you had asked for financial support from family or friends and 11% of you had used a payday loan company.
- 70% of you say there are not enough staff in their unit to do the work required and more than half of you work unpaid overtime.

The evidence session with the NHS PRB was our chance to tell your stories and make the case that UNISON members deserve a decent pay rise, to reflect both changes to costs of living and to recognise the extraordinary dedication of NHS staff in delivering services to the public.

**Time to bust the 1% pay cap**
UNISON has set out specific asks for returning to fair NHS pay. These goals include:

- A return to UK-wide pay scales, levelling up to Scotland scales as a minimum.
- A restructure of Bands 1-3, delivering the real Living Wage and maintaining pay differentials between bands.
- A fair pay award for all staff to reflect cost of living increases.

We have been clear that these steps are necessary to return to a fair, UK-wide NHS pay structure and that the Government must abandon the unnecessary 1% public sector pay cap.

**Next steps**
The PRB usually reports to the Government around February time, with the Government issuing a response in March. We will keep you updated throughout the process.
Respect and Dignity at Work Within Control Services

The main aim of the project is to promote respect and dignity at work for all staff within Control Services and to provide practical guidance on the steps that can be taken to encourage successful working relationships between staff.

Once selected the ambassadors, who will do the role voluntarily alongside their current role, will be trained to identify unacceptable behaviour / conflict and how to deal with it when it happens.

Allocator Samad Biloo said: “The idea came about during a discussion between myself, Allocator Zafar Sardar and Head of Control Services, Simon Harding, about the CQC report and the issue of bullying and harassment.

“We want to promote Control Services as a great place to work. We talked about the ways of tackling the perceived culture and came up with the idea of a staff led project to promote respect and dignity within Control Services.”

REST BREAKS FOR NETS IN EOC

We are pleased to confirm that, following concerns from UNISON, Rest Breaks for our NETS colleagues in EOC have now been reviewed and have come into line with the rest of EOC.

FOR ALL OUR EOC COLLEAGUES

Please note that we at UNISON have created a ‘One Stop email’ for all your needs, be they work-related or personal welfare. The email is as follows;

eoccs@lasunison.com

Please contact us at this email address in the first instance if you need to contact one of the UNISON Representatives. We aim to respond to your emails enquiries within 48 hours.

We would also like to take this opportunity to remind you that EOC colleagues can claim Tax Relief on up to 70% of your UNISON subs by calling HMRC on 0300 200 3300. It’s a 10minute call, and at the same time why not claim tax relief for ‘uniform cleaning if not already doing so.

Please also visit www.lasunison.com to find out more about members benefits including our £50 per year Book Grant, exclusive to LAS UNISON members only.

If you are not already a UNISON member and want to benefit from these facilities then please email us on

eoc-cs@lasunison.com

Samad Biloo UNISON Staff Side Representative (Control Services)

Equality and Diversity, Health and Safety and Fire Safety.

Samad Biloo and Zafar Sardar - LAS Unison staff side Representatives are also running Equality & Diversity, Health & Safety and Fire Safety courses for EOC (Control Services) staff to help improve working conditions and environment.
New Airwave Handsets

Handsets continue to be an issue for front line Ambulances. There is no doubt the situation has improved but we are still a long way from delivering on the Health and Safety Executive (2010) recommendation of two handsets per Ambulance. Unfortunately, the group that was to monitor the shortage and find ways to improve how we deal with loss, damage and missing handsets has failed to materialise despite several prompts from staff side. We look forward to a time when Management take Health and Safety for frontline staff as seriously as we do. We will keep you posted.

Trolley Bed Mattress Trial

We look forward to hearing the decision on the trolley bed mattress trial - the response we received from staff around the Service was very positive. A report was subsequently completed and submitted with the response from Management due anytime now – we will keep you posted.

Spit Kits

According to the ‘Pulse’ spit kits were available on frontline vehicles from May 12th – unfortunately, this is not correct. Although we have been repeatedly assured all the hard work has been done, as of the time or writing they are still not available for frontline staff. The cause of the delay is unknown but it is of particular concern.

STAFF ASSAULTS

When it comes to front line Ambulance work it would appear London is the most dangerous place to work. New stats released show you are more likely to be assaulted working for the LAS than any other Ambulance Service. In 2015/16 a total number of 439 assaults were reported, an increase of 14% on the previous year (385).

Obviously, this a serious concern especially when coupled to the shortage of handsets available to frontline staff. We (staff side Health and Safety) are not convinced the staff ‘post assault’ support process is as robust as it could be or the long term traumatic effects assaults have on staff are fully understood.

The number of prosecutions for assaulting LAS staff does not reflect the increase in assaults. Over the coming months we will be working with the Security Manager to improve this unacceptable divide.

Manual Handling Training – Back Again?

Over the last five years 80% of claims made by staff against the Service have been musculoskeletal related. Back injury remains the number one cause of staff injuries - since 2012 only thirty minutes of Core Skill Refresher (CSR) training has been dedicated to manual handling.

We received an Improvement Notice from the Health and Safety Executive in 2010 for failure to provide manual handling training and yet the Service still refuses to provide front line staff with regular manual handling training despite the fact this a legal requirement.

At the beginning of 2016 we made yet another request for manual handling to be included in CSR training with part of the session dedicated to moving Bariatric patients. Request refused.

However, I understand manual handling training was in the running for CSR 2016.3 but unfortunately, missed out to Information Governance!! We will keep you posted.
HEALTH & SAFETY UPDATE

FAULTY AMBULANCE HEATER

If its cold and the heater on your Ambulance is faulty please get it fixed. PD33 will quote 5 degrees Celsius – this minimum number has no foundation and I have been unable to establish where the figure of 5 degrees originates from. Inform PD33 you are the Clinician and have concerns over the wellbeing of your patient. If they still refuse please continue and complete a Datix report with the initials of the person at PD33.

The law states the following:

Temperatures in the indoor workplace are covered by the Workplace (Health, Safety and Welfare) Regulations 1992, which place a legal obligation on employers to provide a 'reasonable' temperature in the workplace.

Minimum workplace temperature:

The Approved Code of Practice suggests the MINIMUM temperature in a workplace should normally be at least 16 degrees Celsius. If the work involves rigorous physical effort, the temperature should be at least 13 degrees Celsius. These temperatures are not absolute legal requirements; the employer has a duty to determine what reasonable comfort will be in the particular circumstances.

Also:

It is a concern if Entonox is stored under 10°C, and BOC guidance is that it should be above this critical temperature for over 24 hours before use.

PRIVATE PROPERTY INSURANCE

At the recent Corporate Health and Safety meeting (14/11/16) we were told by Management that an announcement on where the Service stood regarding Private Property Insurance was imminent. As things stand if you are on a call and you have an accident on private property ie fracture a limb and the property owner does not have home insurance you will not receive any compensation for your injury. We are expecting an update in late January and as soon as we hear anything on this subject we will share it with you.

LAS UNISON

HEALTH & SAFETY BRANCH OFFICER

IAN LEE 07719 973199, ian.lee@lond-amb.nhs.uk

Frontline Ramp and Winch Ambulance/ Van – Update

We understand Management would like to go to trial with the three ramp winch vehicles in early January. At the time of writing no Risk Assessment has been completed on these van conversions being trialled for frontline use – we (staff side) have raised our concerns regarding the musculoskeletal risks involved in walking backwards up a ramp whilst balancing a patient on a two wheeled chair – with that in mind, the Risk Assessment should make interesting reading as the first question will be – can the Risk be avoided? And of course our answer will be - yes it can – its called a tail lift and we have had them on frontline Ambulances for over ten years. The Risk Assessment is a legal requirement. We will keep you posted.

www.lasunison.com
Eric’s Life and Legacy in the LAS and UNISON

Pictured at Waterloo Training Centre and joins Camden Ambulance Station as a Grade 3 Ambulance Person.

Eric becomes Camden Station Convener and is subsequently elected as Branch Secretary of the NUPE North-west London Ambulance Branch and helps to organise pickets and demonstrations during the bitter pay-dispute of 1989 including this infamous mock-up of Margaret Thatcher on a Camden Ambulance Stretcher that attracts the attention of the national media.

UNISON forms in 1993 following the merger of NUPE, COHSE and NALGO. Eric is elected as the first Branch Secretary of the new LAS UNISON Branch.

UNISON forms in 1993 following the merger of NUPE, COHSE and NALGO. Eric is elected as the first Branch Secretary of the new LAS UNISON Branch.

LAS Partnership and Agenda for Change 2004/5
Under Eric’s leadership, LAS UNISON agree a constitution and partnership with LAS management. Effective consultation through working groups in the LAS result in major improvements. Through the Vehicle Working Group, new ‘tail-lift’ ambulances are procured that help to reduce musco-skeletal injuries, whilst the Uniform Working Group oversee a new uniform that is well received by staff. Appropriate training and education for the introduction of the 12lead lifepack and morphine also help to ensure that staff are supported.

As the biggest union in the health service, UNISON leads on negotiations for Agenda for Change, with Eric not only the lead Union negotiator for the service, but is also on the National Staff Council representing ambulance workers across the country. Agenda for Change brings in large pay increases for the vast majority of colleagues in the ambulance sector in 2005. (Eric pictured with former LAS Chief Exec Peter Bradley and Labour’s Health Minister Rosie Winterton)
Growing Unrest and ‘Time for Change’.

UNISON stays firm to its principles and members. Resentment amongst colleagues towards cuts imposed by the new Coalition government to both the service and our pensions results in the 2011 pension dispute and in 2013, LAS management propose ‘Time for Change’. Under these proposals, Band 3 A&E support would have been forced to work full-time with a Band 5 Paramedic and EMT’s would have been downgraded to Band 4. LAS UNISON under Eric’s leadership blocked these proposals being forced through and eventually the LAS negotiated with UNISON the new Band 4 EAC role, whilst also protecting existing EMT’s in Band 5.

The 2015 NHS pay dispute sees LAS UNISON organise more picket lines than any other union branch in the country and thanks to the excellent support, the ambulance sector nationally wins further concessions on pensions and protected sick pay during unsocial hours.

LEGACY

Eric was a friend to many, a proud ambulance man and a passionate supporter of workers rights. He remained loyal to the London Ambulance Service for over 40 years and through his hard work and dedication, our LAS UNISON Branch is one of the most organised union branches in the country with UNISON representatives in over 60 workplaces. This has been achieved against a backdrop of continuing pressure on the union movement from the government and the right-wing media, that has seen powerful unions such as the FBU unsuccessful in their pension dispute and the Junior Doctors fail despite overwhelming public support. It may be that the growing resentment and frustration in many industries across the country will lead to a backlash, and thanks to Eric, our branch is well placed to play a significant part. Eric’s pragmatic approach is the UNISON approach, with an understanding that changes have to be made, but that only through effective consultation and negotiation will change be successful and that respect and fairness for our colleagues is never for bargaining. Eric’s memory will live long and his example of compassion, integrity, and community spirit will continue to inspire us all.

UNISON will celebrate Eric’s life in a memorial event which will be held on the 8th February (1500-1730hrs) at TUC Headquarters, Congress House, Great Russell Street, London WC1B 3LS.

We hope that as many UNISON members as possible will be able to come in order to celebrate Eric’s remarkable life.

www.lasunison.com
LAS UNISON WELFARE - THERE FOR YOU

UNISON’s registered charity offer FREE and confidential services, benefits and support including:-

- Financial Assistance - if you are in financial hardship due to unforeseen circumstances
- Links to Credit Unions - for loans/savings
- Small Grants - School Uniform May-July & Winter Fuel Dec-Feb
- Debt advice - free phone 0800 389 3302
- Wellbeing breaks - during illness/respite for carers
- Support & information

To access support contact:

Branch Welfare officer Christine Tanner on 07881 105 990

For work issues contact your local rep or UNISON Direct 0800 0857 857

London Ambulance
UNISON Branch

IS THE BIGGEST UNION IN THE LONDON AMBULANCE SERVICE

With our expertise and experience, it is no surprise that UNISON is the No1 union to go to for support and protection. If you wish to join then please see your local UNISON Rep, or go to the UNISON Website

FOR ALL THE BRANCH NEWS AND INFORMATION ON MEMBERSHIP BENEFITS PLEASE VISIT

WWW.LASUNISON.COM

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WWW.FACEBOOK.COM/LASUNISON
LAS UNISON BRANCH NEWS

UNISON would like to give George Archilles our very best wishes to him as he retires from the service. George has served with the LAS for 26 years and was a Paramedic based at Edmonton where he also became a Rep. George has also been Branch Treasurer for over 10 years. George has been an enthusiastic and dedicated member of our Branch Committee and we thank him for his outstanding contribution to the Branch and our members.

Good luck also to Steve Augilera who retired in September after 42 years service based at Romford. Steve was also the Health and Safety Rep for 20 years. Needless to say we wish him a healthy and safe retirement!

LIST OF BRANCH OFFICERS

Branch Chair - Eddie Brand HQ
Vice Chair - Sarah Hardy - St Helier
Communications Officer - Rob Sydney - Romford
Equality Officer - Peter Hannell - Kenton
Health & Safety Officer - Ian Lee - Becontree
Welfare Officer - Christine Tanner - Bow
Membership Officer - Tim Stephens - Brixton
Retired Members Officer - Michael Apps
Education Officer - Mark Belkin - Friern Barnet
Labour Link - Jason Anderson - Cody Road
Minute Secretary - Paul O’Neil - Edmonton
Treasurer - George Achilles
Phil Thompson - Regional Officer

SENIOR/AREA REPS TO CONTACT

SW & West Sectors and 111
Steve Johnson
Central & SE Sectors and 111
Tim Stephens
NW & West Sectors
Peter Hannell
NE Sector
Julie Shirt
East Central Sector
Brian Robinson
EOC
Samad Biloo/Zafar Sardar
Staff Support Service
Christine Tanner
HQ
Eddie Brand

PERSONAL INJURY CLAIMS

Since March 2016, LAS UNISON members have won £52,694 in compensation from Personal Injury Claims

Since March 1999, £2,737,241.76 of compensation has been obtained by the branch on behalf of our members.

Members receive free legal advice and representation on personal injury at or away from work, on holiday or on the roads and they keep 100% of any compensation.

Members wishing to find out more or make a claim should contact UNISON’s legal service on 0800 0 857 857

RETIREMENT GRANT EXCLUSIVE TO LAS UNISON MEMBERS

PLEASE NOTE - LAS UNISON also offers its members a retirement grant to all members who have been a member of UNISON / NUPE / COHSE / NALGO for at least 15 years to help towards their retirement function, up to a maximum of £350.00.

For more information contact your local representative or anyone on the branch or visit our website lasunison.com.

www.lasunison.com
LAS UNISON

SUPPORT AND PROTECTION FOR OUR MEMBERS

UNISON
London Ambulance Service