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25<sup>th</sup> February 2019

Dear Patricia,

I am writing on behalf of London Ambulance Service UNISON regarding the proposed draft Annual Leave arrangements you sent to me on the 11<sup>th</sup> January 2019.

The proposal itself has been shared with our members and our representatives across the service.

London Ambulance Service UNISON Branch Committee met on the 20<sup>th</sup> February 2019 where we took a decision to reject the proposal in its entirety.

The representatives of our committee each told us that the feedback from our members was an overwhelming rejection and that the strength of feeling regarding the proposal was in fact at its highest and angriest they have seen for a long time.

On a personal note I have been involved in negotiations for a long time in the London Ambulance Service and I feel that it shows a complete lack of respect that our service would even contemplate reducing and making it more difficult to take annual leave for our already overworked members.

Our representatives, along with our members at all of our stations, have just gone through rigorous and in some cases "difficult" rota changes to help the London Ambulance Service put our staff and vehicles in the right place at the right times and this proposal is just a "slap in the face" to our colleagues that have worked so hard.

Here is some of the feedback we have received that highlight issues we have in the proposal;

- What is wrong with the current system? There has been no evidence for the case to change the current arrangements
- Unreasonable drop in numbers allowed off each day, Approximately 150 less spaces every day
- No benefit for staff.
- No equality impact assessment
- One week's notice to book annual leave is too long. The 48 hours we have presently is good for caring responsibilities, domestic problems. A change to 7 days may have a disproportionately greater impact on women
- This will be a negative effect on work life balance.
- Carry over of annual leave changing from a third to 37.5 hours why change it? Previously we have requested that Staff carry over more than a third.
- Leave being restricted to 75 hour periods, some rotas do more than that figure in 2 consecutive weeks.
- Reduced spaces mean less chance of getting leave creating increased difficulty in using all of staff's leave within the year.
- Managers booking leave for staff is unacceptable. Where else does this happen in the LAS?
- The reference to skill-mix is unclear, will create more difficulties getting annual leave approved and is unnecessary given the skill level matrix.

We at LAS UNISON want to work in a successful Ambulance Service. We support the London Ambulance Service. We support our members. UNISON does not agree or accept the proposed annual leave arrangements because we feel that it would be detrimental to our members and to our service.

Kind regards,



Eddie Brand

Branch Secretary London Ambulance UNISON