

Joint Statement between NHS ambulance Trusts in England and UNISON, GMB and Unite

In their joint statement on 11 November 2013 employers and trades unions from the ambulance service confirmed their agreement to hold "genuine and constructive talks on what unsocial hours arrangements should apply during sickness absence, including the potential application of Section 2 and options to change Annex E." Terms of Reference would be agreed setting out the scope, key dates and reporting mechanisms for the negotiations, which would be concluded by 1 February 2014.

As a gesture of goodwill, employers agreed that if positive progress was made by 1 December 2013, September deductions would be repaid in December.

Employers and the trade unions met on 27 November to agree the scope of the work required during the talks. All parties re-stated a commitment to develop proposals for consultation, recognising that the status quo is not sustainable in the long term.

Formal terms of reference have been set, a central negotiating group has been established, and a set of dates for future meetings has been agreed. The talks will include exploration of whether and how Section 2 (a) (England) of The NHS Terms and Conditions of Service Handbook could be applied in the Ambulance service in England, and/or potential amendments to Annex E.

Unsocial hours payments deducted from salaries in October (in respect of staff sickness absences in September) will be repaid in December salaries.

The central working group has agreed that joint statements will be issued after each meeting. Its members will report back to the NHS Staff Council at regular intervals.

THE NHS STAFF COUNCIL
WORKING IN PARTNERSHIP

Terms of Reference		
Title:	Unsocial Hours and Sickness Pay Arrangements for Ambulance Services Group (the Group)	
Date approved and approving body:	28 November 2013, under the auspices of the NHS Staff Council.	
Date reviewed:	1st December 2013	Date reviewed:
Next review date:	29th December 2013	Next review date:
	31st January 2014	
Purpose:	<p>The Group is responsible for overseeing the review of what sick pay arrangements are appropriate for Ambulance Services in England, with a view to developing a proposal for consultation. This will include exploration of whether and how Section 2 (a) (England) of The NHS Terms and Conditions of Service Handbook could be applied and/or potential amendments to Annex E. The group will also identify what amendments to the Handbook would be required to ensure appropriate national arrangements are in place.</p> <p>The Group will consider consultation responses and draft implementation plans as appropriate.</p>	
Membership:	<p>Membership - Chairs</p> <ul style="list-style-type: none"> • Christina McAnea (Staff Council Co-Chair) • David Farrelly, Chair of National HR Directors Group <p>Management Representatives</p> <ul style="list-style-type: none"> • Ian Brandwood, HR Director (North Cluster) • Kim Nurse, HR Director (Midlands and East Cluster) • Tony Crabtree, HR Director (London and South Cluster) • Max Liversuch, NHS Employers Representative <p>Trade Union Members</p> <ul style="list-style-type: none"> • Hope Daley, National Officer, UNISON • Bryn Webster, UNISON • Eric Roberts, UNISON 	

	<ul style="list-style-type: none"> • Rehana Azam, National Officer, GMB • Steve Rice, GMB • Mick Butler, GMB • Barrie Brown, National Officer, Unite • Steve Thompson, Unite • Debbie Wilkinson, Unite
Chair:	Alternating, as indicated
Lead	Management – Chair HRD Group (David Farrelly) Trade Union - Chair Staff Side Staff Council (Christina McAnea)
Secretary:	NHS Employers Secretariat
Frequency of Meetings:	The committee will meet every two weeks, or as appropriate.
Rules as to Meetings & Proceedings:	<p>Every effort will be made to circulate paperwork for meetings, in advance, where possible.</p> <p>It is expected that all actions will be reviewed prior to the meetings and that updates will be provided, even if individuals cannot attend the meeting.</p> <p>A joint communication will be agreed at the end of each meeting.</p>
Attendance at meetings:	Group members commit to attending as many meetings as possible and – where apologies are unavoidable – will ensure their contribution is submitted via other members of the Group.
Duties:	<ul style="list-style-type: none"> • To consider what changes could be made to Annex E of the NHS Terms and Conditions of Service Handbook (England) to reflect the broader Staff Council Agreement. • In consideration of the applicability of Section 2 (a) (England) of the Handbook; identify what data will be needed, what will be the core data source, what will be the agreed data set and research methodology for pay modelling, in order to fully model the financial implications. • What are the impact of changes to unsocial hours and sickness pay arrangements for each option? • Agreement of milestones and timescales, evaluation of consultation responses and development of implementation plan.

	<ul style="list-style-type: none"> • Agree joint statements for communication at the end of each meeting. • Review, in partnership, further work around the wider management of sickness absence, including work related injury, long term conditions, maternity related sickness absence and working longer impact (subject to NHS Employers' current work).
Standing Agenda Items	<p>General items:</p> <ul style="list-style-type: none"> • Apologies for absence • Minutes of the last meeting • Matters Arising Action Log • Update Report/progress Report – NHS Employers • Items for escalation • Date, time and venue of next meeting <p>Feedback – through Joint Statements agreed at each meeting</p>
Sub-committees/ groups:	As identified through agreed Working Group structure
Accountability:	NHS Staff Council
Reporting responsibilities:	<p>The minutes of the group shall be formally recorded and submitted to the Staff Council.</p> <p>The Group will produce a final report in January 2014 which will present recommendations to the Staff Council.</p>