



Work in the NATIONAL HEALTH SERVICE

February 2013/02

GMB UNION REJECTS ATTACKS TO NHS WORKERS PAY & CONDITIONS. IF YOU ARE NOT A MEMBER JOIN GMB

GMB TRADE UNION VOTES 'NO!' TO ATTACKS ON NHS WORKERS

The GMB Union rejects attacks on NHS workers pay and conditions and vows to fight to challenge NHS employers. The GMB union will ensure any proposals implemented are equality impact assessed. The GMB invite you and your colleague to support our efforts.

The GMB 'No' Vote next steps include:

1. GMB will be writing to each NHS Chief Executive asking them to seriously consider the implications of the cuts to NHS Staff and consider alternatives.
2. GMB will be meeting with NHS Employers to discuss how the employer will fulfill their responsibilities regarding the equality and fairness of NHS workers when cutting sickness pay allowances.
3. GMB will be keen to ensure KSF (Knowledge Skills Framework) is effectively used to assess NHS workers progression. Where employers are looking to develop local frameworks they should do so in consultation with the GMB staff sides.

Background: Back in 2009, NHS Employers tabled a 'pay enabling' agreement which the staff side nationally challenged and rejected. Many local staff sides have been in local negotiations with local NHS trusts to retain 'Agenda for Change' terms and conditions. Some NHS Employers have taken a view that the 'Agenda for Change' agreement is not fit for purpose and, in some areas, NHS Employers feel that the AfC agreement lacks flexibility.

On 26th February, the discussions on AfC concluded and the NHS Employers tabled a proposal for the staff side to consider and respond. The proposal will have a negative impact on your terms and conditions. GMB and few other union memberships rejected the cuts.

WHY SHOULD YOU JOIN THE GMB?

NHS workers' pay and conditions are being attacked on a daily basis. AfC is just one example; a huge number of job cuts are being proposed in the NHS. Services are being moved, changed or cut. NHS workers are finding that managers are down-banding pay but not duties. NHS workers are being asked to do more in the workplace and need the support of a campaigning union so join GMB today if you are not a member.

NHS workers, in many cases, devote a lifetime to caring for people and patient care is their top priority. It is unfair that NHS workers are being treated this way.

LET'S STICK TOGETHER AND RETAIN OUR HARD FOUGHT TERMS AND CONDITIONS

Why Join?

GMB is Britain's fastest growing trade union. GMB is a campaigning trade union; its job is to get the best deal for GMB members at work and is committed to building a strong organisation in every GMB workplace, and so help make every workplace safer. Whoever you are, wherever you work, joining GMB is the right decision.

GMB Membership Subscriptions:

1st October 2012 rates for GMB membership will be as follows.

Full time- Grade 1 = £2.70 per week
(£11.70 per month)

Part time - Grade 2 = £1.55 per week
(£6.72 per month)

Join online at www.gmb.org.uk/join



IS YOUR WORKPLACE LACKING A GMB

WORKPLACE ORGANISER?

The GMB union has almost 20,000 trained Workplace Organisers; members who voluntarily give their time to organise, negotiate, advise and represent work colleagues who are GMB members.

The GMB Workplace Organiser role includes:

- Building GMB Strength by organising all non-trade union members into the GMB.
- Communicate and inform members on what is happening locally in their workplace and what GMB initiatives and campaigns are taking place on issues.
- Advising GMB members where they need specific guidance on how to raise particular issues of concern.
- Representing members' interests at a disciplinary, grievance or on matters that affect the membership collectively.
- Solving problems in the workplace by promoting fairness and dignity at work.

GMB Workplace Organisers are not on their own. In the GMB there is a network of full time GMB Organisers and specialists who are experts in the world of work. All GMB Workplace Organisers are provided with a wide range of training courses, so not only are you organising and representing members, you are also building your own personal skills which are vital in any workplace.

If you are interested in becoming a GMB workplace Organiser email: nhs@gmb.org.uk

What is Agenda for Change?

Your pay, terms and conditions for the NHS are defined by the 'Agenda for Change'.

'Agenda for Change' was implemented in the NHS across the UK on 1 December 2004, with pay, terms and conditions backdated to 1 October 2004. It was the biggest overhaul of NHS-wide pay, terms and conditions in more than 50 years.

How Agenda for Change works

The 'Agenda for Change' system allocates pay bands to posts using the Job Evaluation Scheme. The pay system is designed to:

- deliver fair pay for non-medical staff based on the principle of 'equal pay for work of equal value'
- provide better links between pay and career progression using the Knowledge and Skills Framework
- harmonises terms and conditions of service such as annual leave, hours and sick pay, and work done in 'unsociable hours'.

NHS Staff Council

The national NHS Staff Council has overall responsibility for the 'Agenda for Change' pay system and has representatives from both employers and trade unions. The NHS Staff Council remit includes:

- maintaining the 'Agenda for Change' pay system
- negotiating any changes in core conditions for staff on 'Agenda for Change' and reflecting these in the NHS terms and conditions of service handbook
- providing national support on interpreting the national agreement for employers and trade unions

NHS Staff Council – Membership

The NHS Staff Council and its Executive Committee are partnership groups made up of employer representatives, nationally recognised trade unions and NHS Employers. Below are details of the GMB representatives on the NHS Staff Council:

- Rehana Azam – GMB NHS National Officer
- Steve Rice – GMB Chair of Ambulance Committee
- Martin Jackson – GMB NHS Committee Chair/ Member of CDNA Committee

You can contact the above NHS Staff Council by email: nhs@gmb.org.uk

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