



Work in the NATIONAL HEALTH SERVICE

January 2013/01

GMB HEALTH UNION RECOMMEND REJECTION

GMB REJECT NHS EMPLOYERS PROPOSAL TO CHANGE THE AfC

The GMB Union is clear in its aim to retain a national agreement in the NHS. We recognise that from time to time flexibilities are needed in the national agreement and the GMB has a track record in responding to this nationally. The current proposals as set out by the NHS Employers not only divide the UK devolved countries, if agreed will only apply to NHS Workplaces and Ambulance Trusts in England only.

Therefore the GMB are recommending a rejection on the NHS Employers proposal because of the following reasons:

- 1. The NHS proposal only applies to England and therefore moves away from the national AfC agreement.**
- 2. The South West Pay Cartel and North Tees Trust have not given any real indication that they will ditch their current plans.**
- 3. The proposals are asking NHS Staff to accept further detriment to their terms and conditions against a backdrop of pay freezes, changes to pension arrangements, redundancies and outsourcing.**

The GMB Health Union calls on all NHS workers to reject these proposals. We have to get back round the table and negotiate and agree terms that will retain a national agreement. The GMB calls on all NHS Workers to join us in this campaign.

GMB MEMBERS CONSULTATION

GMB is currently consulting with members on the recent proposals tabled by the NHS Employers.

As a member this is your chance to engage and have your say.

1. Have you been contacted by your GMB NHS Organiser?
2. Have you had or been to a GMB Workplace meeting?
3. Have you seen a copy of the proposals?
4. Have you voiced your views and comments on the proposals?
5. Do you agree with the rejection?

If you have answered **NO** to the above questions please contact your regional officer today or email: joan.keane@gmb.org.uk

DON'T DELAY HAVE YOUR SAY

ALL NHS WORKERS CAN GET INVOLVED

Non-union-members can join online today and make sure they engage in this important discussion.

www.gmb.org.uk/join

GMB Membership Subscriptions:

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

Full time- Grade 1 = £2.70 per week

Part time - Grade 2 = £1.55 per week

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



IT'S YOUR PAY

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 are beginning to feel nervous and tired as to what the future is going to bring.

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

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

Ensure your membership details are correct by registering with GMB online:

<https://www.gmb.org.uk/login>

**Key Date for Diary – 26th
February 2013**

The NHS Staff Council are meeting on 26th February 2013. Please ensure all NHS workers send a strong message that we should reject these proposals and get back round the table and negotiate and agree the retention of a national agreement. Scotland, Ireland and Wales have already said they do not want to be involved in these proposals – you have to ask yourself why others do?

Join GMB Now to Reject

NHS EMPLOYERS PROPOSALS INCLUDE -

Members are asked to read the proposals in full and can obtain a copy via the GMB website, GMB Rep or local GMB Office. The key headlines of the proposals are as follows:

Incremental pay progression – the introduction of a clause to make progression conditional and the introduction of a local Annex A4 to add to the current clause on national principles to progression.

Flexibility on senior posts - proposed to extend the flexibility to apply alternative pay arrangements to posts with a job evaluation score over 720 to posts with a job evaluation score over 630 points.

Accelerated pay progression for new entrants to Pay Band 5 - It is proposed to remove accelerated pay progression, as currently set out in 1.8 of the handbook, with effect from 1 April 2013

Management of sickness absence – It is proposed that pay during sickness absence will be paid at basic salary level (that is the appropriate pay point in the relevant pay circular) inclusive of any high cost area supplement.

It will not include any other allowances or payments linked to working patterns or additional work commitments, e.g. **unsocial hours payments**.

The following concession has been achieved through negotiations - No changes will be made to the current calculation of pay during sickness absence for:- The lowest paid staff on spine points 1 – 8 of *Agenda for Change* pay structure and those absent due to a work-related injury or disease in the actual discharge of their duties (Section 14.6, NHS terms and conditions of service handbook).

Guidance on workforce re-profiling – This is a positive development and may assist in responding to the constant downgrading/banding that takes place.

GMB@work newsletters have regularly updated GMB members on the AfC discussions – all backdated GMB@work newsletters are available via the GMB website or through your local GMB Office. If you want a copy of the proposals emailed to you please send an email to nhs@gmb.org.uk and include your name, address, membership number and workplace details.

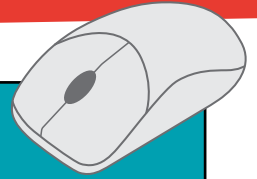
Join online at www.gmb.org.uk/join



How do I join?

Just fill in the form below and hand it to your local GMB workplace organiser, or post it to GMB Yorkshire and North Derbyshire region, FREEPOST NEA524, Grove Hall, 60 College Grove Road, Wakefield WF1 3SY (you do not need a stamp).

JOIN GMB AT
www.gmbbyorkshire.org.uk
Or if you have any questions call **0845 337 7777**



Remember, GMB membership covers you for all of your jobs, wherever you work. GMB weekly contributions are £2.70 if you work 21 hours or more per week, £1.55 if you work between 10-20 hours per week and just 85p if you work less than 10 hours per week.

FOR UNION USE ONLY Section Branch No Membership No Date of joining

GMB Yorkshire and North Derbyshire region membership application form

1 TELL US ABOUT YOU

Surname First name Title Mrs/Miss/Ms/Mr Date of birth

Home address Home tel Email

Postcode Mobile I agree to abide by GMB rules Signature

Date We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members
Bangladeshi / Black African / Black Caribbean / Black British / Chinese / Indian / Pakistani / White / Other:

2 TELL US ABOUT YOUR JOB

Employer Your job

Address where you work Postcode How many hours a week do you work? Pay no

Work tel Pay date

3 CHOOSE EITHER AUTHORISATION OF DEDUCTION OF YOUR TRADE UNION CONTRIBUTIONS FROM YOUR PAY

Section 68, Trade Union and Labour Relations (Consolidation) Act 1992 as amended

I authorise my employer to deduct my pay each week/month the sum of:
£

Please start the deductions immediately and pay the amounts to GMB Cash

I note that this agreement may be cancelled by one month's notice in writing

I give permission for my employer to notify GMB of any future changes of address

Or other amounts as maybe fixed by GMB from time to time

Signed Date

4 OR INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY DIRECT DEBITS

Please fill in the form and send to GMB Yorkshire and North Derbyshire region, Grove Hall, 60 College Grove Road, Wakefield WF1 3RN.

Name and full postal address of your bank or building society branch

To the manager of Bank/building society

Address

Postcode

Name(s) of account holder(s)

Bank/building society account number

Bank/building society sort code

Reference number (office use only)

Service user number

9 7 4 3 3 0

For GMB official use only. This is not part of the instruction to your bank/building society. If your A/C number is not available, fill in your address below.

Instructions to your bank or building society:
Please pay GMB Direct Debits from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with GMB and, if so, details will be passed electronically to my bank/building society.

Signature(s)

Date

Banks or building societies may not accept instructions from some types of account