



Work in the NATIONAL HEALTH SERVICE

February 2013/02

GMB VOTES NO TO ATTACKS ON NHS WORKERS

GMB VOTES 'NO!' TO NHS EMPLOYERS AGREEMENT TO CHANGE AfC

GMB members overwhelmingly voted against attacks to NHS AfC. At a vote taken at the NHS Staff Council 26/02/13 the GMB voted against the attacks. The recorded trade union vote was 21 accepted and 11 rejected.

GMB WILL BE WORKING WITH ALL STAFF SIDES TO START AN EARLY DIALOGUE WITH NHS EMPLOYERS TO DISCUSS IMPLICATIONS OF THE AGREEMENT

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 the AfC agreement lacks flexibility.

On Tuesday 26th February, the Staff Side met, all NHS trade unions were present. GMB voted to reject. The final recorded vote was 21 accepted and 11 rejected – GMB proudly joined others to vote no to these attacks.

GMB NEXT STEPS ARE BEING WORKED OUT IN REGIONS, MAKE SURE YOU ARE PART OF THE DEBATE. A BRIEFING ON NEXT STEPS HAS BEEN ISSUED AND YOU CAN OBTAIN A COPY BY EMAILING nhs@gmb.org.uk

GMB NEXT STEPS

The agreement to amend your AfC terms will come into effect April 2013.

1. You can write to your Chief Executive expressing your concerns and a template letter is available. Email nhs@gmb.org.uk setting out your name, membership number and workplace.
2. Your GMB NHS Workplace Organiser will be looking to begin a discussion with the employer locally to discuss the impacts – get involved in this discussion.
3. Your GMB NHS Workplace Organiser will be looking to organise a meeting to discuss the GMB key points and next steps. You can obtain a copy of this briefing at: nhs@gmb.org.uk

All GMB members should get involved if you do not have a GMB Workplace Organiser – Step up!

The GMB NHS Sector has always taken the view that attacks on NHS workers are unacceptable. The GMB Union is building strength in its numbers and you can help by asking a colleague to join. Saying 'No' doesn't mean you do nothing, it means the fightback begins. GMB proudly voted 'No' but not all unions shared this aim. Our next steps on how we challenge the agreement so that it is implemented fairly, are the priority.

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



ALL NHS WORKERS CAN GET INVOLVED

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>

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 2011 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)

GMB FIGHTBACK INCLUDES -

Three of the proposals in the agreement are enabling agreements. The definition of enabling agreement simply means local discussions will have to be initiated and local equality impact assessments have to be carried out prior to implementation. These enabling agreements include:

1. Incremental Pay Progression
2. Sickness Absence: Pay at Basic Salary Level
3. Guidance of Workforce Re-Profiling

A national Equality Impact Assessment highlighted the following:

"Individual Employers will assume responsibility for the implementation of the amendments to sickness absence pay and progression locally as part of the national terms and conditions of the staff they employ and for monitoring the Equal Impact locally".

The above, in short, means your employer locally has to carry out a dialogue with the staff side unions to assess how the agreement can be implemented and to assess and monitor any impacts on particular groups. It is only through a robust dialogue that this can be achieved. A GMB briefing guide has been published to assist you in your local discussions. To obtain a copy contact your region or email your name, workplace organiser details and membership number to: nhs@gmb.org.uk

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 agreement including Annex 4/5 emailed to you please send an email to nhs@gmb.org.uk and include your name, address, membership number and workplace details.

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