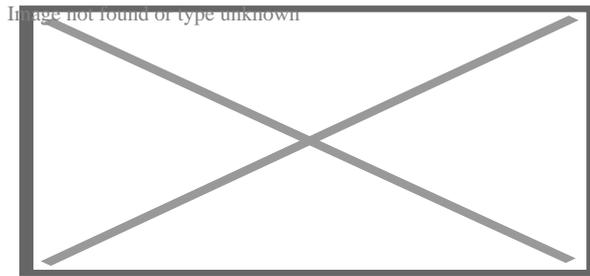


**Date: 28/10/2020**



## **GMB SURVEY**

GMB and other recognised health unions are still waiting for a response from Government regarding our joint campaign for a 'significant and early pay increase' for NHS staff. There has not yet been any commitment from Government to enter pay negotiations with unions and there has also not yet been any formal remit given to the NHS Pay Review Body to make recommendations on NHS Pay for April 2021. In this interim period, GMB is continuing to consult our members regarding their experiences of pay and terms working within the NHS. All evidence gathered will be used in a GMB submission to the Pay Review Body.

### **GMB's 1-year pay claim will consist of:**

- **15% increase, or £2 per hour, whichever is the greatest.**
- **Unsocial hours enhancements to be payable on sick leave for all staff.**
- **A commitment that pay will never fall below a Real Living Wage again.**

This survey will not be consulting you on the above pay claim key points as these have already been agreed by your National NHS & Ambulance Committees after consideration of the results of two all member consultation surveys.

The purpose of this survey is to assist in the collection of data regarding other elements of your working terms and conditions.

Please do take a few minutes to complete this survey and ensure you have your say on your pay.

# HAVE YOUR SAY ON YOUR PAY

Date: 25/09/2020

## THE USE OF PPE IN CLINICAL SETTINGS COVID 19

The issue of Personal Protective Equipment in the NHS has been one of the biggest problems faced by GMB members working in clinical settings during the Coronavirus Pandemic.

Guidance published by Public Health England has been criticised by many, including GMB, for being insufficient at times and driven by supply and stock issues rather than what provides the best protection from Covid 19 for healthcare workers. GMB remains committed to ensuring lessons have been learnt as we head into winter and a potential second peak.

All staff have the right to PPE, irrelevant of job role GMB has campaigned for better protection and access to PPE for all of our members and will continue to do so throughout this Pandemic. PHE guidance is the minimal protection that needs to be provided GMB expects more for our members.

GMB wants to bring to your attention the following key points:

- Sessional use means 1 worker, 1 shift.
- The guidance states that gowns or coveralls can be used for an entire session of work in higher risk areas. However, more than one may be needed should a worker have to remove it or change it during the session or if they move between areas.
- Fluid repellent surgical masks and eye protection can be used for an entire session of work. The guidance for PPE that is suitable for reuse in cases of extreme shortages, is to be reused by that individual only and not shared amongst workers, with appropriate cleaning performed after each use. A detergent product either combined sequentially with a decontamination product should be used to clean the item, rinsed thoroughly and left to dry. However, GMB believes that PPE should be disposed of and not reused in all circumstances and NHS Trusts should be working to ensure there are no shortages in supplies.
- Reusable face masks should be carefully folded so the outer surface is held inwards and should be stored in a clean sealable bag box marked with the persons



name. Fit checks should be performed each time a respirator is donned if it is reused.

- Hand hygiene should be practiced and extended to exposed forearms, after the removal of PPE.
- All staff should adhere to social distancing (2 meters) wherever possible.
- Staff should take regular breaks and rest periods. Breaks should be staggered to limit the numbers of staff in communal rest areas.

It is essential that all health care staff wear the appropriate PPE. When doing so, staff are reminded that they are entitled to take regular breaks, rest periods and increase fluid intake. Breaks should be staggered to limit the numbers of staff in communal rest areas.

**Date: 17/09/2020**

## **HEALTH & CARE PROFESSIONS COUNCIL (HCPC) CONSULTATION:**

*Proposed changes to the standards of proficiency for all professions on the Register.*

HCPC have launched a consultation to gather views on proposed changes to the standards of proficiency for each of the 15 professions they regulate.

These standards set out what is considered necessary for safe and effective practice. They also describe what professionals must know, understand and are able to do at the time they apply to join the Register.

Occupations affected are:

- Arts Therapists
- Bio Medical Scientists
- Chiropodists / Podiatrists
- Clinical Scientists
- Dieticians
- Hearing Aid Dispensers
- Occupational Therapists
- Operating Department Practitioners
- Ortopists
- Paramedics
- Physiotherapists
- Practitioner Psychologists
- Prosthetists / Orthotists
- Radiographers
- Speech & Language Therapists

You can [read more details about the consultation and make an individual submission](#) (closing date 30th October 2020).

Alternatively, if you would like GMB to include your comments in our submission – please email your name, job title and comments on the proposed changes to [NHS@gmb.org.uk](mailto:NHS@gmb.org.uk)



Date: 01/09/2020

# Reducing Bureaucracy in the Health & Social Care in England

## CALL FOR EVIDENCE

The government have launched a survey to look at the effectiveness and efficiency of the current bureaucratic system in health and social care.

Some of the changes made as a response to the Covid-19 Pandemic have been helpful to creating a more efficient health and social care system, and the Government wants to know which of these changes should continue in the long term.

GMB members are on the front line of this service and know better than anyone what changes need to be made and what needs to remain the same.

We're asking you to fill out this survey because we need your input to help this service run to a higher standard whilst making sure that any changes made do not negatively affect yourselves or the work that you do.

When completing this survey please consider:

1. What has changed for the better during the pandemic that has made it easier to complete any administrative tasks you have?
2. What has changed for the worse?
3. Is there a process that is suitable for the current situation but not for ordinary times? Or vice versa?
4. Is there any additional support that you would have benefitted from whilst undergoing this process?

The deadline for the survey is the 13<sup>th</sup> September 2020 and can be completed here:

Not a GMB Member?

Want more information on being a GMB Representative in your Workplace?

Date: 11/08/2020

## NHS PAY 2021 UPDATE

### Contact your MP on the issue of NHS Pay!

Politicians work for you. They want to hear from you about what is important to you. They have a duty to listen and respond.



The easiest way to let them know what you think about NHS pay is to write to them. A physical letter is best as it has the most impact, but an email works too. The most impact comes from you writing in your own words about why you deserve a substantial pay increase as an NHS worker.

Below is a list of points you may wish to consider when drafting your letter or email:

- If you have been working in the NHS throughout the last decade, tell them about how your pay has been held down for years – and if you have ways of demonstrating the impact that has had on you and your family, tell them. These personal details are so important and really effective.
- Tell them what it has been like to work in the NHS during the pandemic. If you have had worries and concerns but gone into work nonetheless, tell them.
- If you are having financial difficulties especially if they are caused by the pandemic and are comfortable telling them about this, please do so.
- Say that you support GMB's call for an **early and substantial pay rise** for all NHS staff like yourself. April 2021 is too long to wait. It should be brought forward into this year.
- Ask them directly but politely if they support your call for an early and substantial pay rise.
- If you are in **England**: ask them specifically to write on your behalf to both the Chancellor of the Exchequer and the Secretary of State for Health and Social Care, calling for an early and substantial pay rise for NHS frontline staff. Ask them to sign the Early Day Motion 742: Early Pay Rise for NHS Staff.
- If you are in **Scotland**: ask them specifically to write on your behalf to the Cabinet Secretary for Health and Sport, calling for an early and substantial pay rise for NHS frontline staff.
- If you are in **Wales**: ask them specifically to write on your behalf to the Minister for Health and Social Services, calling for an early and substantial pay rise for NHS frontline staff.
- If you are in **Northern Ireland**: ask them specifically to write on your behalf to the Minister of Health, calling for an early and substantial pay rise for NHS frontline staff.

You can find the relevant contact details at:

England - [members.parliament.uk/FindYourMP](https://members.parliament.uk/FindYourMP)

Scotland - [beta.parliament.scot/msps/current-and-previous-msps](https://beta.parliament.scot/msps/current-and-previous-msps)

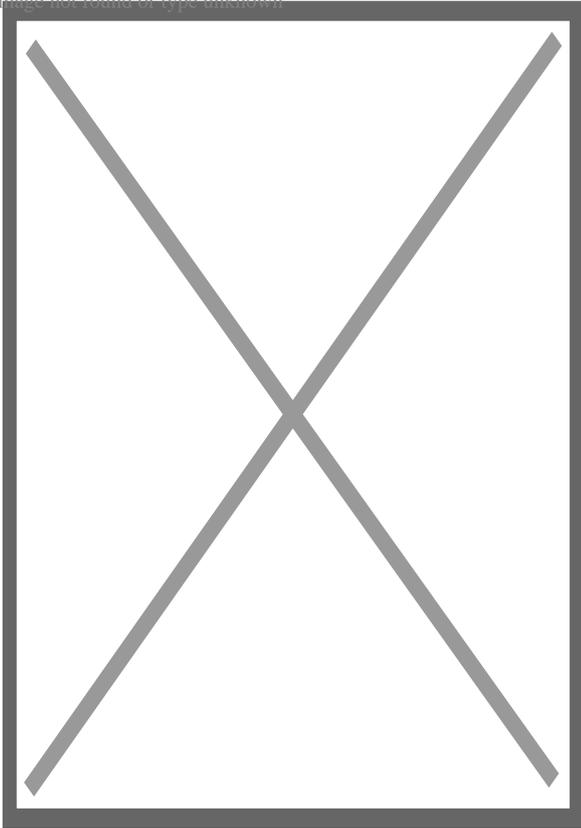
Wales - [business.senedd.wales/mgFindMember.aspx](https://business.senedd.wales/mgFindMember.aspx)

Northern Ireland - [aims.niassembly.gov.uk/mlas/search.aspx](https://aims.niassembly.gov.uk/mlas/search.aspx)

**READ THE FULL BULLETIN HERE:**



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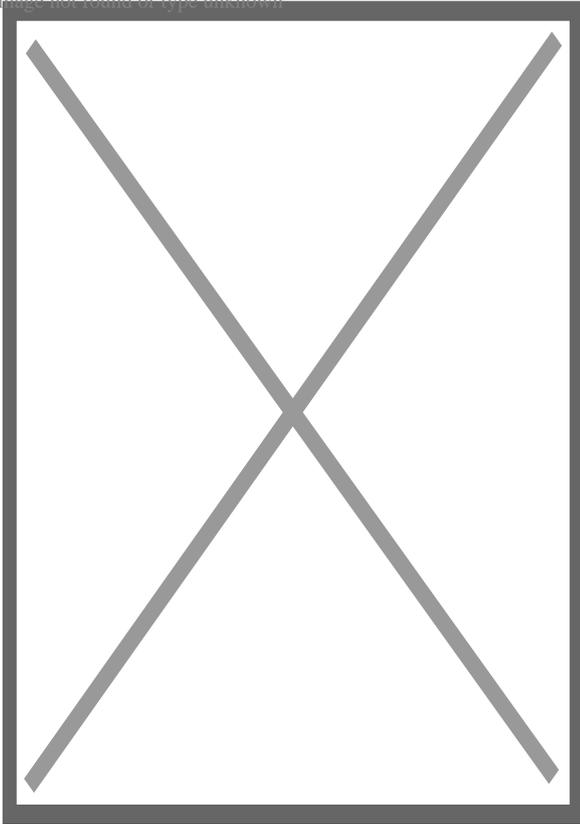


**Date: 07/07/2020**

**The NHS 20-21 Pay Claim Survey is now open to all NHS Members!**

**Read the full details here:**

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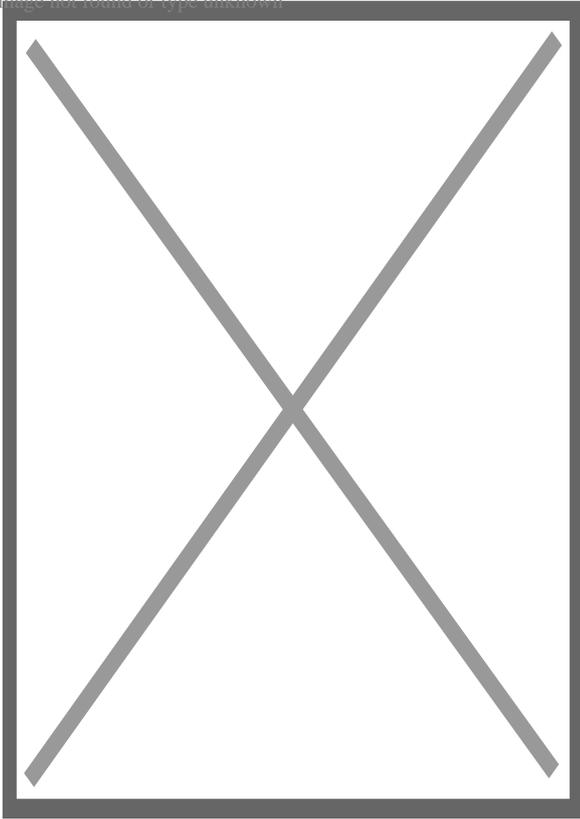
**Date: 03/07/2020**

## **Latest NHS Pay Bulletin - Moving Forward on NHS Pay**

**GMB and the Joint NHS Trade Unions are taking action on pay!**

**Clapping doesn't pay the bills, read the full bulletin here:**

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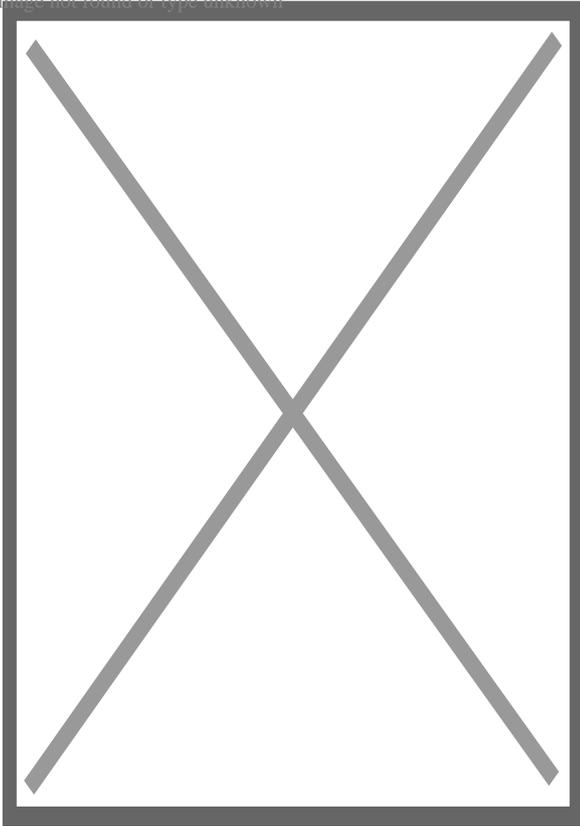
Date: 16/06/2020

## **GMB Write to Medical Director & Director of Health Protection @ PHE**

We've written to Yvonne Doyle to raise our NHS members' urgent concerns on the use of FFP3 Masks.

READ THE FULL LETTER HERE:

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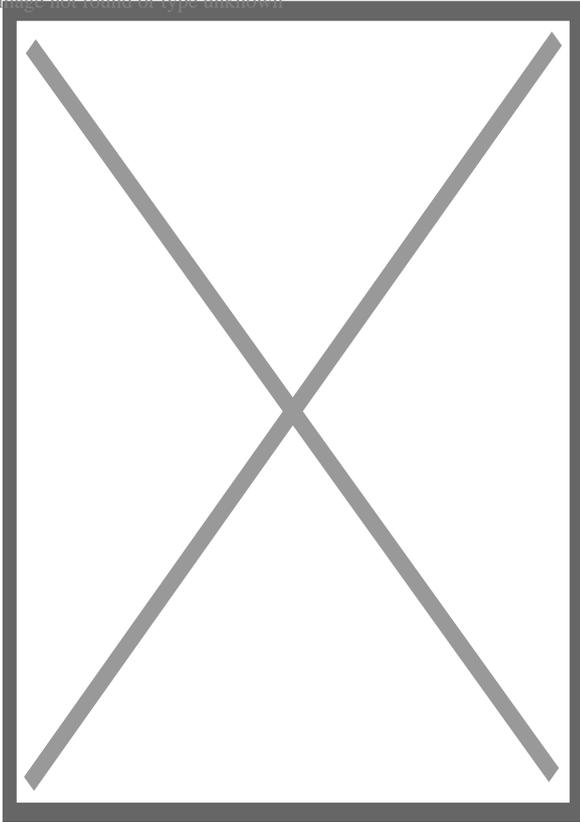


Date: 11/06/2020

## Latest Essential GMB Health & Safety Briefing

For NHS & Ambulance Workers on COVID-19 & RIDDOR:

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Date: 03/06/2020

## **GMB Write to the Minister for Care & Minister for Health & Social Care, calling for full pay for Staff Isolating as part of Track & Trace**

READ BOTH THOSE LETTERS HERE:

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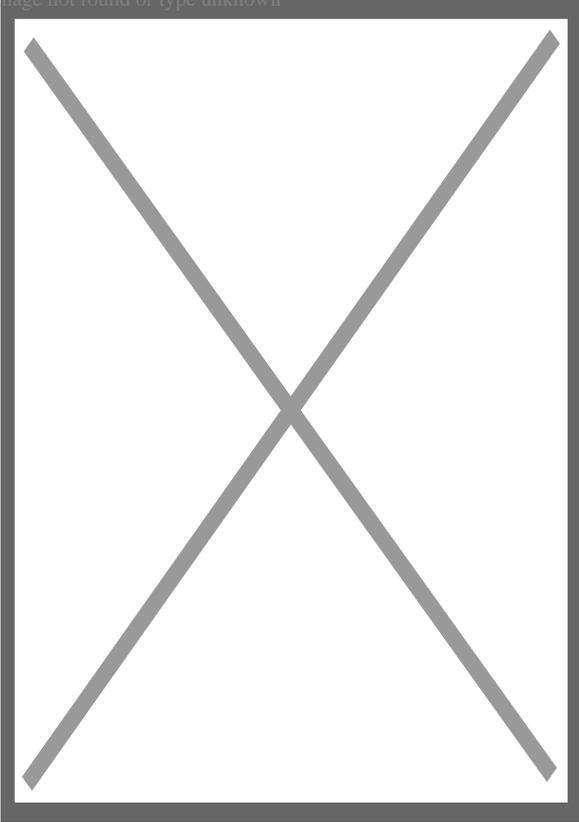
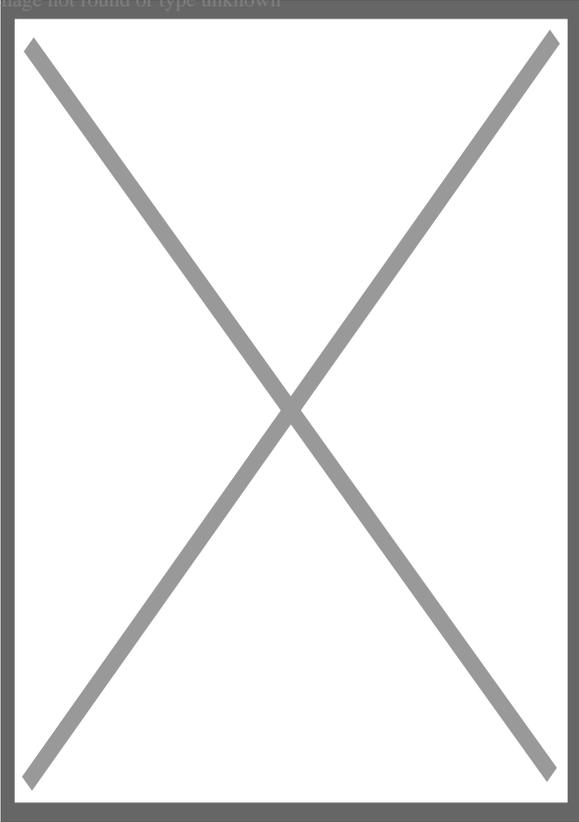


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Date: 21/05/2020

# Death in Service Benefit (COVID 19) - NHS & Social Care in England

The Government have announced a Life Assurance Scheme (Death in Service) for key workers in the health and social care sector in England – separate arrangements apply in the devolved countries.

## What is it?

The death in service scheme is a tax free lump sum payment of £60,000 given to the family of any key worker in health and social care in England who dies as a result of getting Covid, on or after 20th May 2020, although deaths prior to this date will also be considered. This is a flat rate payment for all who are eligible, irrelevant of job role or pay grade / rate and additional to any benefits provided by the NHS Pension Scheme. Individuals do not have to be in any pension scheme to be eligible. The scheme is being managed by the National Health Service Business Service Authority (NHSBSA) and all information is hosted on their website.

## Why is it £60,000?

The Government state this rate was agreed in recognition of the higher than usual dangerous working environments and is higher than the average NHS pension scheme entitlement.

## What is the eligibility criteria?

A person must have been working in a workplace where Covid is present and must have been in work within 2 weeks of developing symptoms. The workplace must be in a health or social care sector setting in patient facing / service user facing roles. This includes the NHS, ambulance services, outsourced health services, private care, local authority care, care homes and home care. This will include cleaners and caterers providing there was Covid present in their workplace.

## Will it affect my current pension entitlements?

No. It is in addition to any benefits you may be entitled to under existing NHS or other occupational pension schemes.

## How do my family apply?

An application form is available on the BSA website:

This is to be completed with the employer who will sign off to confirm that all eligibility requirements have been met. It is not expected that employers will refuse applications providing the eligibility requirement has been met. The Government fund this payment, not the employer.

I am not a UK citizen, am I still eligible?

The families of migrant workers will have access to the scheme, providing they were



working in health and social care in England. The scheme does not cover repatriation costs, but some local employers may choose to fund this.

The GMB Union has been at the forefront of challenging employers and government on the lack of protection at work that's why we launched the Get Me PPE Campaign. This campaign also includes a [Covid 19 Risk Register](#).

In addition, the GMB continues to make further representation to government on extending the scheme to all key workers who are at risk of contracting coronavirus in the course of their duties.

If you have any queries regarding this please email [PublicServices@gmb.org.uk](mailto:PublicServices@gmb.org.uk).

Not a GMB Member? Join today – [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

**AVAILABLE AS PDF**

**ARCHIVED BULLETINS (22/05/2020)**

