



## **NHS BULLETINS ARCHIVE: 22/05/2020**

**Date: 15/05/2020**

Blueprint for Return – Joint NHS Unions Statement

**GMB and 15 other NHS Trade Unions have all signed up to the NHS Staff Unions' "Blueprint for Return" – setting clear conditions around any easing of lockdown in our workplace by NHS Employers.**

Read that here:

**[BLUEPRINT FOR RETURN](#)**

**Date: 05/05/2020**

## Pay 2020

You have now entered year 3 of the NHS pay award and the GMB has been contacted by many members expressing their dissatisfaction at the amount of pay increase received, particularly considering the extreme conditions that NHS and Ambulance Service staff are working under due to Covid.

GMB members voted overwhelmingly to reject the pay award due to it effectively being a real terms pay cut for the majority of NHS staff.

As we start to consider pay negotiations for 2021 we want to hear from you about the level of pay increase you received in April 2020. Specifically, we want to know your:

- Job Title
- Pay Band
- Years of continuous employment service.
- Increase on your basic pay between March and April 2020 (do not include enhancements and overtime as these may vary).

If you are happy to share this information, please email us direct at:

[NHS@gmb.org.uk](mailto:NHS@gmb.org.uk)

## Death in Service

### **ENGLAND**

The Government have announced a Life Assurance scheme which will pay £60,000 to the family of health and social care workers that die as a result of getting Covid at work. This is an additional lump sum payment that is separate to any current pension scheme entitlements. We are still waiting for the Government to publish the fine details of the scheme. As soon as these



are available a specific Death in Service GMB Member Bulletin will be published to give you all the details you need to know.

### **SCOTLAND, WALES & NORTHERN IRELAND**

Each devolved country will also be outlining details of their schemes in the coming days and these will be notified to you once they are published.

### **Mental Health**

Many GMB members and Representatives are reporting to us increased stress levels, anxiety and mental health issues as a result of Covid and the pressures this has created for NHS staff.

GMB will shortly be launching a mental health survey for Health and Social Care workers and we encourage all our members to complete it.

In the meantime, if you have any concerns on this affecting you, your colleagues or in your workplace, please contact your local GMB representative for advice and support.

### **Terms and Conditions – England Only**

GMB is in regular weekly dialogue with NHS employers and the Department of Health regarding Agenda for Change Terms and Conditions throughout Covid. The GMB has been involved in discussions, to ensure our members rights at work are protected throughout Covid and have been influencing employers information and guidance that they are issuing to local NHS trusts and ambulance services.



To date, we have been involved in discussions to strengthen covid related terms and conditions on a variety of issues including sick pay to include enhancements if covid related, no sickness triggers, special covid leave, shielding and bank workers.

We are also currently waiting for publication of further guidance specific to bank staff, overtime pay, redeployment, non NHS organisations, and furlough.

As terms and conditions are confirmed these are updated on the GMB NHS FAQ so ensure you keep checking for the latest updates. You can access these at: <https://www.gmb.org.uk/nhs-and-covid-19-frequently-asked-questions>

If you work in Scotland, Wales or Northern Ireland and have a specific terms and conditions query, please speak direct to your local GMB Representative.

## **Testing**

From the beginning of Covid, GMB has been calling on Government to expand the access to testing for all NHS staff. The Government have now announced this is the case but there is still a long way to go, until we see the level of testing that we require. The GMB believes that there should be mass and repeated testing of all NHS staff and we also await further guidance regarding the results of tests and the impacts on individuals.

Essential workers can now book tests for themselves and their household. This can be done by contacting your line manager who can access the testing capacity available in NHS laboratories. NHS staff can also use the self-referral online portal on the Government website.

Guidance on how NHS staff in England, Wales, Northern Ireland and Scotland can access the tests can be viewed at

<https://www.gov.uk/guidance/coronavirus-covid-19-getting-tested>

**Date: 27/02/2020**

## CORONAVIRUS (Covid-19) Guidance for members in the NHS & Ambulance Service

Guidance has today been issued to 241 NHS Trusts across the UK which seeks to ensure that every part of the NHS and all of its employees are fully prepared if any patients are suspected of having Covid-19. Currently, the handful of cases in the UK are being treated in specialist units. However, it is likely that this will change if more cases are diagnosed.

A summary of the advice:

- Effective communication channels to raise awareness of how Covid-19 is transmitted and measures that can be taken to minimise risks to ALL staff groups – including those who are contracted / outsourced.
- All staff to be aware of local preparedness for the presentation, investigation, management and care of suspected Covid-s9 cases.
- A review of all relevant risk assessments to identify who may be at risk, how the risk may arise and what measures can be put in place.
- Adequate supplies of personal protective equipment (PPE) are available for staff providing care to suspected or confirmed cases of Covid-19.
- Training for staff who may be caring for patients with suspected or confirmed Covid-19 in infection prevention measures and the correct use of PPE.
- Procedures in place to allow staff and representatives to raise any concerns at the earliest opportunity, without detriment and feedback is given on the outcome.
- Assessments on the ability to continue to deliver safe and effective care where staff are moved from one area to work on areas affected by Covid-19.

- Staff who may be more vulnerable to Covid-19 should be identified and advice sought from occupational health regarding their deployment.
- If staff caring for people with possible or confirmed Covid-19 are doing so outside of their normal shift patterns, this needs to be done by agreement with them and any accrued overtime payments / TOIL for additional work policies are adhered to.
- Staff working with suspected or confirmed cases of Covid-19 must take adequate rest breaks during the shift and in between shifts to ensure they don't become fatigued, as fatigue can increase the risk of exposure.
- Systems in place to keep the details of staff involved in caring for patients with suspected or confirmed Covid-19 confidential.
- Any staff member who is suspected or confirmed as having Covid-19 has a right to their personal details being treated as confidential like any other patient.
- Public Health England staff travel advice to be communicated widely.
- Staff who have to self-isolate – contractual sick pay arrangements still apply and any absences should be

treated as compliance with national infection control and should not count towards and sickness absence policy triggers.

### **Further Advice:**

If you have any concerns about Coronavirus at work please raise them with your local GMB Representative.

GMB – <https://www.gmb.org.uk/coronavirus-what-members-need-to-know>

NHS Staff Council – <https://www.nhsemployers.org/-/media/employers/documents/pay-and-reward/NHS-staff-council--->



[Guidance-for-Covid-19-Feb-20.pdf?la=en&hash=70C909DA995280B9FAE4BF6AF291F4340890445C](#)

Government – <https://www.gov.uk/guidance/wuhan-novel-coronavirus-information-for-the-public>

ACAS – <https://www.acas.org.uk/coronavirus>