



Headquarters  
220 Waterloo Road  
London  
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Mr E Roberts  
Trade Union Side Secretary to the LAS Staff Council  
Unison Branch Secretary

29 August 2013

Dear Eric

### **Consultative Ballot On Changes to Unsocial Hours Payments**

Thank you for your letter advising of the outcome of the local and national results of Unison's consultative ballot on changes to national unsocial hours payments.

Following this and the national notification from Trade Unions rejecting the administrative proposals for the implementation of changes to Sick Pay arrangements, I write to inform you that it is the intention of the Ambulance Services across the sector to implement the arrangements agreed at the Staff Council in February and implemented in all other parts of the NHS from 31<sup>st</sup> March 2013.

We believe as a National Service that Section 14 now takes precedence, as these changes were nationally agreed in partnership. Annex E did not form part of any exceptions agreed by the Staff Council at that time and the revised Section 14 replaces previous versions and enables all NHS Trusts to have an agreed payment arrangement for sickness absence. Without Section 14, ambulance Trusts would have no agreed arrangement for making any sickness absence payments at all to staff.

All England Ambulance Trusts will be proceeding with the implementation of the national agreement with effect from 1<sup>st</sup> September 2013 as previously discussed with the Staff Council trade unions and supported by NHS Employers in the following statement:

"Ambulance employers have been making operational plans on the basis of the national agreement and have put reasonable proposals forward on how sick pay should be calculated, following a further six months of discussion. We anticipate ambulance employers will implement the agreement with effect from 1 September 2013".

I attach for your information a copy of the Human Resources Bulletin notifying staff of these changes.

Yours sincerely

**Tony Crabtree**  
**Acting Director of Workforce**