



## **Talks halted while employers decide if Annex E “hybrid” model a possibility**

As you know the ambulance trade unions have been negotiating with employers over proposed changes to unsocial hours and sick pay arrangements. You will have noticed a delay in the joint communications that have been produced at each stage of the talks to update members. This has occurred as unfortunately there has been little progress to report over the last number of weeks.

Following a meeting on 31 January it was decided to extend the negotiations by 4 weeks to allow further work on developing proposals for consultation. As agreed at the start of the negotiations, the ambulance trade unions have remained committed to developing an amended version of Annex E for consultation alongside a possible movement to Section 2 (a). During the negotiations the trade unions and employers reached agreement on a proposed amendment to Annex E that the ambulance trade unions were willing to consult on and also addressed the employers concerns with the current arrangements. Subsequent costing has resulted in the employer’s suggesting that they may not be willing to consider an amended version of Annex E and only want to talk about moving to Section 2(a).

Despite the employers current stance the status quo still remains and ambulance staff will continue to receive their unsocial hours payments under Annex E and will not have their pay deducted during sickness absence. However, it is possible that the negotiations will break down and employers may move to impose Section 2(a) on staff or revert back to their September position of deducting unsocial hours pay during sickness.

The ambulance trade unions will try hard to prevent the employers from leaving the negotiations, but we need to be prepared for the possibility that employers will leave the negotiations and move to imposition. The ambulance trade unions have made it clear that, in this event, formal dispute procedures would recommence.

We will send around a further briefing once we have clarification on the employers’ position.