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From: [REDACTED] [mailto:[REDACTED]]
Sent: 11 October 2016 15:45
To: Colin Ryan
Subject: Request for HSE assistance

Hi Colin,

I hope you're well.

I've left a voice message earlier today and wanted to know if the HSE could please provide some assistance over staff not being able to take their statutory annual leave in the East of England Ambulance Service.

We have tried for over a year to influence change and there have been x3 grievances within this time.

Through freedom of information of requests, it is clear that there are staff who are still unable to take their statutory annual leave within their leave year - worryingly our FOI requested that any staff who had a period of maternity or long term sickness were removed from the numbers. We have repeatedly raised this with the Trust and spent over a year trying to negotiate around this issue.

I've attached a paper that we presented to the Trust at our recent partnership forum - although given we have been in discussions with the Trust for over a year to put in place some monitoring, and a tighter policy to ensure managers make sure their staff can certainly take their statutory leave, we are we feel now at an impasse.

Please can you give me a call to discuss if the HSE can help? Thanks Colin.


Kind regards,

[REDACTED]

Staff partnership forum

Meeting Date: 5th October 2016

AGENDA ITEM:

Title:	Annual leave
Purpose:	Decision. Disclosable.
Summary	<p>Based on FOI, feedback from our members and several grievances, it is clear the Trust is not facilitating staff taking their contractual and in some cases statutory leave.</p> <p>FOI obtained by UNISON indicates:</p> <ul style="list-style-type: none"> - 1200 staff between January 2016 and July 2016, had less than 75% of their annual leave booked at month 7 of their leave year. - 950 staff between Aug 2015 and July 2016, had more than 25% of their annual leave entitlement unbooked at month 9th of their leave year. - In July 2016 alone, over 113 staff were in month 9 of their annual leave year, and had more than 25% of their annual leave entitlement unbooked. In the same month, 250 staff had less than 75% booked (and were in month 7 of their leave year). - There are high levels of leave refusals on GRS. - For the year commencing 1st September 2015: <ul style="list-style-type: none"> - More than 306 staff lost over 40 hours leave; - More than 244 staff lost over 50 hours; - More than 197 staff lost over 60 hours; - More than 166 staff lost over 70 hours. <p><i>These figures exclude staff who had a period of long term sickness greater than 28 days, or any maternity leave, within their leave year - as such the data is likely underreported.</i></p>
Action required:	<p>SPF to report and monitor lost and unbooked leave by SLM, EOC and directorate, on a monthly basis.</p> <p>We would ask the Trust to place this issue on the risk register and consider this as a Serious Incident. This issue has been raised for a considerable period and loss of statutory leave is a breach of the WTD. The HSE are aware of our concerns.</p> <p>We would also ask that the trust commits to tightening the annual leave policy significantly - there are some difficulties at policy group between management side and staffside in this respect.</p>
Prepared by:	
Presented by:	