



Important Request to all GMB Members Employed by the East of England Ambulance Trust

October 2013

Dear Colleague,

Re; ECA Mileage Claims

It was recently brought to our attention that the East of England Ambulance Trust (EEAST) have issued communications to a number of staff employed as Emergency Care Assistants (ECA's) informing them that with effect from **1st September 2013** they are no longer entitled to claim mileage allowance if they were employed in their position after **1st October 2010**.

The communication that has been sent out with this instruction refers to “**East 24**” and makes specific reference to their policy “**Harmonised Timesheets**” and “**Mileage to Base station**”.

Specifically it quotes, “*Employees employed as relief in emergency operations since October 2010 are appointed to work in a geographic area. As a consequence, every station in that area is a normal place of work. This means that these employees should enter the return mileage from home to the furthest station in your geographical area in the home to base mileage cell. Mileage is not normally payable for overtime shifts.*”

However, in an earlier document released by EEAST called “**Need to Know**” dated **9th February 2012** it specifically states;

“The staff partnership forum is pleased to be able to advise all emergency care assistants (ECA's) employed by the trust that the decision was made on 3rd February that they should receive mileage claim entitlements in line with other front line staff if they are not already doing so.”

Furthermore, these entitlements will apply retrospectively from the date of their appointment. It is anticipated that Human Resources will be writing to every ECA within the next four weeks to advise them of their entitlements and provide details on how they can make any retrospective mileage claims as per these entitlements.”

It is important to note however, that this decision applies only to staff currently employed as ECA's as at Friday 3rd February 2012. It will not apply to any new ECA appointments whether internal or external applicants. Therefore, if you are considering moving to an ECA role, you should ensure that you are aware of the mileage entitlements that will apply and consider these when making any decision to accept an offer of appointment”.

In some circumstances it would appear that some members of staff employed as ECA's have been advised that they were entitled to claim their mileage allowance irrespective of when their employment commenced or taking into account any of the qualifying criteria as listed in the above employer's communications.

It would also appear that this has been on-going and an accepted practise until the recent communication from your employer which retrospectively withdrew this entitlement with effect from 1st September 2013 with what appears to be very little, if any, consultation with those affected.

This issue has already caused considerable detriment for staff at EEAST and it would therefore be extremely helpful if you could assist us to establish just how far widespread this is amongst EEAST staff across the service.

Based on the information we receive from you and **all** of your workplace colleagues, we will then be able to determine how best to address this issue with your employer.

If you are aware of any workplace colleague who is affected by this change and is not yet a member of GMB please encourage them to join by contacting **Mr Chris Bretton, GMB Branch Secretary for EEAS on 07876 201663** or contacting the Colchester Ambulance Station directly.

Alternatively, please call our office on **01462 499650** or ask your colleagues to join GMB online at www.gmb.org.uk/join

On receipt of your returned questionnaire we will examine all evidence, evaluate the merits of each case and then decide on the most appropriate and constructive method of addressing this with your employer.

If there are sufficient grounds to pursue this issue legally we will also give serious consideration to this approach. Therefore, please provide the fullest of information on the enclosed questionnaire and return this to us as soon as possible.

If any non-members at your workplace would like to participate in this evaluation please ask them to contact me on tony.hughes@gmb.org.uk

We look forward to receiving your completed questionnaire and would like to thank you for your co-operation in this regard.

Yours sincerely

Tony Hughes

Tony Hughes
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Chris Bretton

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