

Ambulance

Last update: 27 Feb 2025

Latest Bulletins

GMB National Ambulance Committee Meet Urgent & Emergency Care Team At The Department Of Health & Social Care

Posted on: 27 February 2025

Thanks to all GMB members who have taken the time recently to tell us your experiences of working in the ambulance service currently.

On the 20th February 2025, members of GMB's National Ambulance Committee and Central Executive Committee met with officials from the DHSC to discuss the pressures facing workers across the ambulance service.

DHSC officials updated GMB on the current national picture across the NHS and ambulance service, and when asked, acknowledged that 'winter pressures' were actually pressures all year round.

GMB representatives from several ambulance services across England spoke directly to officials about the pressures they and their members are experiencing every day, not just during winter.

Collectively GMB raised the following:

- DHSC need to forget the data and look at the reality. In December alone, three ambulance trusts lost 100,000 clinical hours due to being stuck outside Hospitals. Fundamentally hospitals need to take responsibility.



- Consider the options for using consultants to address backlogs and treatment times.
- Paramedics are now required to be cleaners, nurses, domestics, porters and mental health professionals.
- Services constantly losing
- Paramedics always want to help but they need to be able to do their actual job.
- The big issue of retirement for ambulance workers – it is not practical to expect paramedics and others to keep working until 67 and that is why GMB wants a retirement age in line with other emergency service workers.
- GPs and Mental Health Services need to do more – everything can't continue to be passed onto ambulance workers.
- Management priorities are out of sync with patient and workforce care.
- Lack of capital investment is resulting in workers being expected to work in unacceptable conditions, including the issue of rats in some stations.
- The whole system is at breaking point and staff were burning out.
- Violence and attacks are a reality for ambulance workers.
- The busiest day for one service was 5th December, and the winter plan didn't come into effect for another week.
- The Darzi reports ambition to make the NHS fit for purpose will not be achieved if the ambulance service can't run efficiently.
- Delays stop the ambulance service from being able to do what it was meant to and sees paramedics and technicians become porters and domestics.
- The attitude of the buck stops with the ambulance service cannot go on in the NHS family – ambulance workers are not receiving enough support.
- In one service two patients died on New Year's Eve due delays.
- The commitment to building resilience is welcome but doesn't actually mean anything if nothing changes.



- Poor pay and conditions of those working in the ambulance service is seeing vital workers leave for other parts of the health service.
- The issues around Section 2 and it's damaging impact on people pursuing promotions and the impact on workers when they are ill, most likely with illnesses contracted at work.
- The issue of private ambulance services missing appointments and leading to blocking of beds.
- GMB raised further issues of 'tarmac care' as it has been referred to by employers.
- The impact of ICBs on service delivery.
- The numbers of Band 8+ managers leading on projects and not service delivery and patient care.
- The demoralised workforce.

DHSC officials updated GMB on upcoming improvement plans for urgent and emergency care which will include community response, virtual wards, triage processes, corridor care, etc. GMB stressed the importance of reforms being mandatory of hospitals and ambulance services, not optional.

Whilst GMB did not hear anything that hasn't been presented before, and we await the publication of improvement plans, we welcomed the opportunity for open dialogue. DHSC officials heard a side of the story they hadn't before – direct from GMB members working in the ambulance service.

Not a GMB member? Join today – www.gmb.org.uk/join

Want to be a GMB representative in your Workplace? Email NHS@gmb.org.uk

National Living Wage Uplift For NHS Workers (England)



Posted on: 28 January 2025



Due to another delayed pay round for NHS workers, Agenda for Change (AfC) Band 2 workers were due to fall below the National Living Wage when it increases in April.

As in previous years, a temporary uplift will be given to all Band 2 workers to lift them above the legal minimum rates of pay. This year, in order to address compression issues between Bands 2 and 3, the entry point of Band 3 will also receive a temporary uplift in pay.

This payment will be made with effect from 1st April. Full details can be access on the NHS Employers website - [National Living Wage update | NHS Employers](#)

Band	Current 24/25 Hourly Rate	Temporary Hourly Rate from 1 April 2025	Temporary Annual Salary from 1 April 2025
2	£12.08	£12.36	£24,169
Entry point 3	£12.31	£12.59	£24,625
Top point 3	£13.13	No change	No change

Whilst GMB is supportive of measures being taken to ensure NHS workers do not fall below national minimum rates of pay, our position on this is as follows:

- This increase was not negotiated with unions. It is an imposed temporary uplift made by the Department of Health & Social Care.
- This is a temporary uplift only. This uplift will be deducted from the final pay award when that is paid later this year. This is **not** an additional pay increase.
- GMB has called on the NHS Pay Review Body to make a recommendation on pay that delivers a plan for AfC Band 2 to be paid at least £15 per hour, and addressing the differentials within subsequent AfC bands.

What's next?



Local payroll teams are now making arrangements to pay these temporary uplifts to affected workers with effect from 1st April.

GMB recently gave evidence to the NHS Pay Review Body and we await their report of recommendations being delivered to government in April 2025.

We expect the government to make an announcement on pay in May 2025. This will be an imposed pay award and arrangements will be made for it to be paid to NHS workers with backpay to 1st April 2025.

GMB will ballot all members on this pay award to understand whether members are satisfied with the pay award or not. Only GMB members will be entitled to vote in this ballot. Not a member? Join today – www.gmb.org.uk/join

Do you want to organise a GMB visit to your workplace?

Or do you want to volunteer to become a pay campaigner in your workplace?

Email NHS@gmb.org.uk and we will be in touch!

GMB Gives Oral Evidence To NHS Pay Review Body



Posted on: 22 January 2025

GMB's NHS and Ambulance Committee made the decision this year to re-engage with the NHS Pay Review Body (PRB) in England for Pay 2025/26.

GMB's written evidence was submitted in December 2024. If you want to remind yourself of what we asked for, click here: [gmb-prb-submission-25-26.pdf](#)

On 21st January 2025 GMB was invited to give oral evidence to the PRB to expand on some of the asks within our submission. Attending the session to give evidence on behalf of GMB members across the NHS and ambulance service were Martin Jackson (Chair of GMB's National NHS Advisory Group & Nurse), Paul Turner (Chair of GMB's National Ambulance Committee & Paramedic), and Rachel Harrison (GMB's National Secretary for Public Services).

At the evidence session we covered:

- The current working conditions of GMB members.



- GMB's call for £15 per hour minimum wage for NHS workers.
- An above inflation pay award and steps towards restoring pay.
- GMB and NHS worker disappointment in the government saying they can only afford 2.8% and that part of that should be spent on Agenda for Change (AfC) structural reforms they committed to last year.
- The call for all overtime to be paid in line with Section 3 of the AfC Handbook.
- GMB members' priorities for the AfC structural reforms.
- Concerns around job evaluation and members not being paid appropriately for the jobs you do, including potential equal pay risks.
- The impacts of Section 2 AfC on ambulance workers career progression and pay.

GMB has also been asked to provide supplementary written evidence on the issues with Section 2 and we will be contacting members shortly on this.

If you want to read the full details of what GMB said to the PRB click here: [gmb-oral-evidence-to-the-nhs-pay-review-body-member-briefing-jan-25.pdf](#)

What's next?

The PRB will now hear evidence from other parties that have engaged with the process this year. They will consider all evidence received and make a report of recommendations for government to consider. They expect to do this in April. Government have committed to responding to that report and to make an announcement on pay in May 2025.

The pay award by government is an imposed pay award. It is not a negotiation.

However, GMB will still ballot all members on the pay award to see whether you think it is a satisfactory award. Please make sure your contact details are up to date with your local GMB rep or officer to ensure you receive ballot information at the time.

