



RESPONSE

NOTTINGHAMSHIRE AMBULANCE SERVICE STAFF NEWSLETTER.

ISSUE No 2

TRUST FACT

STAFF will have the right to retain Whitley Council conditions of service. No one can oblige them to give up this right.

TRUST FACT

AS an NHS Trust, Nottinghamshire Ambulance and Transport Service will remain an integral part of the NHS.

TRUST FACT

THE Trust will aim to generate income to provide ambulance and transport services to levels determined by the purchasers.

TRUST FACT

THE Trust will aim to value all staff and recognise and develop their individual potential to meet the needs of the service.

TRUST FACT

THE Trust will aim to maintain and improve high performance standards, and develop and maintain a Total Quality culture.



■ **ENTHUSIASTIC:**
Mike Handy

TRUST STATUS BEST FOR ALL

TRUST STATUS would bring great benefits to the staff of Nottinghamshire Ambulance and Transport Service.

That's the firm and enthusiastic belief of chief ambulance officer Mike Handy, outlining the overwhelmingly positive aspects of the service's Trust application.

He said: "Trust status would be the best development which has ever occurred in this service - and I mean the best for every customer and every employee.

"For the first time, all of us would be employed by the Nottinghamshire Ambulance and Transport Service, not the Health Authority.

Rewards

"That would give us tremendous opportunities to develop the sort of rewards and working arrangements which have emerged from the grass roots at the business planning workshops."

And he stressed: "As a Trust, any profit we made would be

ploughed back into the service."

Mike Handy stressed that the service would remain an integral part of the NHS - but the move would give it much more freedom than at present.

"It will mean that several layers of existing policy-making will be removed. We'll be able to act much more quickly and decisively - to the benefit of customers and staff.

"We'll be able to respond much more swiftly to the needs of both the purchasers and the users of our services. And we'll have our own board with the single purpose of developing opportunities for the future of patients and staff."

If Trust status is granted, we will keep staff development and training a priority.

He added: "Staff can, if they wish, remain within the Whitley Council framework. That will be entirely up to them.

"However, dealing with pay and conditions at local level means greatly increased flexibility, which could make it possible to offer remuneration packages which are not available to NHS employees."

■ **The presentation of the application for Trust status will be made on March 5.**

IT'S TOUGH AT THE TOP!

IT IS now four hours since Pat Durston (front right) abseiled down the crag. The photographer has just asked Pat to stop mucking about and stand up straight for the picture.

Pat has replied: "I am standing up straight!"

His colleagues (left to right) are: Back row - John Simons; Neil Konieczny; Dave Rowe; Pat Slevin and Mike Handy.

Front row - John Thornton

■ See back page.





Five new recruits step up

FIVE internal applicants have been promoted to ambulance personnel status.

The new recruits are pictured left during resuscitation training by training officer Gordon Faulds.

They are (L-R) Simon Clunie; Mandy Bradley; Leigh Smith; Paul Jevons, Gordon Faulds and Andy Polkey.

Studying pays off for Neil!

SERVICE accountant Neil Konieczny has passed his Chartered Institute of Management Accountant examinations.

The prestigious and very demanding professional qualification has taken Neil three years to complete and during that time he has sacrificed all his spare time to studying.

He said: "I am considering studying for a master of business administration (MBA) degree. But for now I just want to enjoy my free time."

QUALITY QUOTE

'I recently had occasion to call upon your service when my wife suffered a heart attack. I was most impressed by the efficient and professional manner in which the ambulance crew dealt with my wife.

Please convey my sincere thanks to the ambulance crew concerned and I congratulate you on such an excellent service.'

Ex-county chief ambulance officer

THE PENSION

Plan to help your future

STAFF are being urged to at their pension planning

Many people face retirement on lower pensions than they should because they didn't look at the available to build up their pension entitlement during their working lives.

The pension manager at Fores said: "There's no point waiting until before you retire. Everyone sh





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ould be

examining all the options. A little bit of planning now can ensure you get your maximum possible pension entitlement."

Lump sum

As a member of the NHS Pension Scheme you may be able to increase the benefits - both pension and lump sum - that you will receive from the Scheme.

Those who make additional voluntary

contributions - that's topping up your pension during your working life - are eligible, as members of the service, for a special deal from a leading insurance company.

The choices include:

1. Buy additional service by paying extra percentage contributions from a birthday to your chosen retirement date.

This is explained in more detail in leaflet SD/AS which contains application form AB22.

2. Buy extra pension and death benefits through an Additional Voluntary Contributions (AVC) contract with the Equitable Life Assurance Society.

Information

Special terms have been negotiated for NHS Pension Scheme members.

3. Buy a bigger lump sum. Married men with service before 25.3.72 and certain women may be able to buy a bigger lump sum.

Tax relief is available on all extra contributions.

Further details are available on leaflet SD/LS. All leaflets are available from the Pension Team, Pay Services Section, on Nottingham 691691 ext 49358 or 49361.

STAR PUPIL!

TRAINING officer Brian Baldwin switched roles from teacher to pupil - to gain a prestigious new qualification.

He joins operational liaison officer Jean Cragg as the only other service member to hold the Driving Instructor's Certificate.

Brian spent three intensive weeks of driving to gain the qualification.

He said: "There are so few people with the certificate because you have to be recommended for the course, following a two-week test

course. Then the candidate has to achieve 95% in all sections of the course to pass."

Brian is now qualified to train ambulance staff in all aspects of driving skills.

■ John Simons (centre right) is pictured presenting the Driving Instructor's Certificate to Brian Baldwin.

With them are colleagues back row (L-R) training officers Gordon Faulds; Gary Spiers; Alan Marwood and operational liaison officer Jean Cragg.

Front (left) is training officer Robert Bean.

More pass paramedic training

NINE ambulance staff have successfully completed their paramedic training and gained their certificates.

It's the aim of the service to have a fully-trained paramedic on every ambulance by April 1993.

Back Row (L-R) are Len Smith (Arnold); Alan Marwood (Beechdale); Geoff Earp (Wilford); Pete Robinson (West Bridgford); and Rob Guylar (Stapleford).

Front Row (L-R) are Gary Whalley (Eastwood); Terry Whotton (Central); Geoff Walker (West Bridgford); presenting the certificates director of public health Dr Lindsay Davis; and Steve Robinson (Arnold).

New station work begins

WORK has started on the new Hucknall ambulance station.

The 26-week contract has been awarded to Tomlinsons of Derby and the station, which will be completed by August, will follow the same successful design as Stapleford. The new building replaces one built in 1939.

The 22 staff are going to find life much more pleasant.

They'll no longer be sharing accommodation with the fire brigade.

The layout will be modern, providing superior working conditions, and facilities such as female showers will be included.

As part of the new set-up, a day vehicle will be moved from Eastwood to add to the strength of the new station.

Uplifting seminar

A seminar on handling and lifting is to be held at Ambulance Headquarters on 28 February. More are planned.

Teamwork in action

SENIOR management has spent five days on a team-building exercise in Devon.

The team, led by Mike Handy, did 16-hour days to cram a fortnight's course into one week.

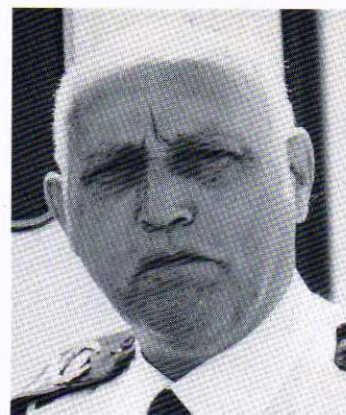
Their verdict: "Probably the most useful training

programmes that any of us have done." And already much of what they learned is being applied to their teamwork in Nottingham.

The course, at Ashburton in Devon, involved physical activity preceded by careful planning - much of which was deliberately changed by the instructors at the

last moment.

Each of the eight-strong Nottinghamshire team - including director of personnel Anne Wallbanks - took turns in testing their leadership of the group in outdoor tests which combined leadership with teamwork and fast problem-solving.



■ HARRY CALEY

KEY MEN FOR

IF TRUST status is granted, the service will have a board with overall responsibility for establishing policy.

The board will also ensure that the strategic aims of the service are consistently achieved.

The Trust will be headed by a chairman, supported by a chief executive (Mike Handy) and three other executive directors - operations (Pat Slevin), support services (John Simons) and finance and administration (Neil Konieczny).

All the above positions are, for the moment, "designate" only. The chairman will be appointed by the secretary of state and will be non-executive. There will be four non-executive-directors.

In addition to the four executive directors, there will be five other members of the management executive team - director of personnel; assistant director control and communications; assistant director operations; fleet manager; business manager.

Vital funds

Mike Handy said: "Our management system so far has brought a cost control which has allowed us to release vital funds for the provision of direct patient care. It has also allowed us consistently to meet our financial and quality targets.

"The proposed management structure for the Trust is a development from our existing successful base."

WHAT'S ON

Nottinghamshire Ambulance Service Association Retired Members March agenda:

CAR BOOT SALE - Sunday March 1, at Ambulance HQ car park, 9am to 1pm.

AGM - Friday March 6, 2pm, Kingsmill Ambulance Station.

A NEW START



EXPRESS RELIEF!

NOTTINGHAMSHIRE are making a colourful splash in Europe - with a full colour advert on their medical repatriation services.

The advert is in the magazine *Private Hospital Director* - read by all the top hospital management in Europe.

It features pictures of Notts' personnel carrying a patient from a jet, as well as escort and taxi services.

Business manager Pat Durston explained: "We are ideally located to service this need. The more income we generate, the more there is to re-invest in the service."

The message of the advert is positive but simple: "You need a service to take the pain out of repatriation? - You need Nottinghamshire Ambulance and Transport Service!"

A tribute to Harry

WE'RE SORRY to announce the deaths of two popular former employees.

Harry Caley, who retired through ill-health in 1989 after 35 years with first Lancashire and then Notts services.

And Margaret Burton, who retired 11 years ago. She was well-known in her role as control assistant at Retford from 1948.

Stress solution

A WORKING group has been set up to pinpoint how a stress expert can help identify stress amongst staff and how employees can be assisted to deal with it.

A spokesman said. "Stress is common in every sort of work. We want to spot it early and help people cope."

QUALITY QUOTE

'ONE of my clients collapsed with ventricular fibrillation.

We sent for the Ambulance, two of which arrived with incredible alacrity.

I was extremely impressed with the professional way the ambulancemen dealt with the case. She was defibrillated within seconds, taken to the Queens, and the following morning was sitting up in bed, with normal mental function.

The gentlemen concerned were Steve Andrews and Joe Dunne from Beechdale, and Terry Docherty and Matthew Emmonds from Stapleford.

CONSULTANT PHYSICIAN