



NASRA

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Our vision is to provide: Dynamic, value driven leadership, developing and maintaining diversity within our Association whilst maintaining the integrity and ethical practice of pre-hospital care practitioners. Our Association provides leadership to promote pre-hospital care, to improve health care for individual's families, groups and communities and shape pre-hospital care policy for the delivery of health services. NASRA will provide a variety of communication vehicles, to assist members in their growth and development as leaders and facilitate internal and external liaisons for the Association. Providing learning and growth inherent in relationships, partnerships and networks with advocacy, consumer and other professional groups. Maintaining careful allocation and prudent stewardship of the Associations resources.

Our aims and objectives are:

- To promote and protect the interests of our members and in particular to provide professional and industrial leadership for the statutory pre-hospital profession.
- To improve statutory rights and benefits of members with improved salaries and conditions of work, through to representing members in relation to work matters.
- To improve career progression and the personal development of our members.
- To ensure a healthy and safe workplace for our members.

MEMBERSHIP APPLICATION FORM

NAME: _____

POSTAL ADDRESS _____

DATE OF BIRTH

GRADE: PARAMEDIC ADVANCED PARAMEDIC EMC

TEL NO: _____ MOBILE: _____

EMAIL ADDRESS: _____ PAYROLL NO: _____

WORK LOCATION: _____

SIGNED: _____

Please return signed mandate to NASRA Head Office, Station House, The Waterways, Sallins, Co. Kildare
This will then be forwarded to the relevant HSE Location or Employing Authority

Deduction From Salary Mandate



NASRA

To: Payroll Manager _____ (HSE Location) Please arrange to have deducted from my salary

the sum of: €5.50 Weekly €11 Fortnightly €23.83 Monthly

(Subscription Deduction Period must equate with your salary payment period) In respect of Union Subscriptions to NASRA

Signed _____ HSE Location _____

Payroll No: _____ Date: _____

I accept that there may be periodic adjustments to the above level of contribution as determined by the Executive and I also accept that these adjustments may be notified directly to my Bank/Building Society by the Head Office of my Union. I also understand that advance notice of any change in subscriptions will issue through a General Circular and that individual advance notices will not be issued.

I further authorise you to discontinue payment of contribution to any other Trade Union with the effect from the implementation of this mandate.

I acknowledge that this deduction is made for my convenience and may be terminated by the HSE at any time. I am aware that the HSE does not accept any further liability for amounts so deducted and paid over to NASRA

Frontline



NASRA

"For People and Services"

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6TH EDITION WINTER 2013/14

2013 – A Year of Challenges and Progress for NASRA



Mick Dixon

Chairman's statement:

2013 has been a very challenging year yet again for NASRA.

On the centenary of the great lock out of 1913 we began with the prospect of Croke Park 2. This led to the re-activation of the 24/7 alliance to which the PNA and Nasra are associated to. Croke Park 2 was in our opinion a draconian measure by Government and indeed the management of the NAS/HSE to cut pay and working conditions of employees of the NAS.

NASRA stood strong in opposing these proposals even under the threat of the introduction of legislation to cut our incomes in the event of a rejection of the proposals. NASRA took a leadership role in rejecting Croke Park 2 and our stand led other unions to reconsider their acceptance of the proposals.

The united union stand which NASRA strongly advocated saw the rejection of Croke Park 2 and the commencement of an LRC conciliation process under Kieran Mulvey. These talks led to the Haddington Road Agreement.

Although NASRA had fought and led the campaign on behalf of Paramedics, difficulties were always going to arise in these negotiations and finding common ground and acceptance proved difficult. At the end of what was a difficult process NASRA accepted the terms

of Haddington Road as the lesser of two evils with far less loss to pay and conditions that was originally proposed under Croke Park 2.

Recognition – the fight goes on

One of the greatest challenges that we face as a representative organisation is the issue of recognition from our employer and the granting of negotiation rights. Neither of these issues was ever going to be resolved with a simple phone call given that the unions with recognition see the success of NASRA as a direct threat to them and their revenue.

But we have always been clear that for NASRA recognition is not about revenue, or cosy deals with management. Rather it is about the pay and conditions of Paramedics and the issue of equality and due process being available and acceptable to everyone within the NAS.

It is crucial issue that employees who know and believe that the way forward is through membership of NASRA - where Paramedics represent Paramedics - get off the fence and show solidarity with their working colleagues.

As an association run by paramedics for paramedics, NASRA officers know the reality of cuts in pay and conditions. Unity with our members has been fundamental to the success of NASRA.

At present NASRA is in the final stages of completing an independent consultants report to be published and presented to Government and NAS addressing the issue of recognition of the Paramedic and officer grade for all Paramedics within the NAS.

This is a very serious issue that over the past thirty years has never been addressed by SIPTU or any other union on behalf of Paramedics.

We in NASRA Intend to Force the Issue.

Other unions may pay lip service to this issue but I will remind everyone that it is NASRA that will force this issue home.

The coming year will also bring work related issues to the core; roster changes, Solo responding, station closures, stand by points, integrated control room and of course the roll out of intermediate care vehicles.

I would urge everyone to get on board with their concerns and contact us as time will be of the essence in putting together comprehensive and robust responses to all of this issues.

NASRA has brought the issue of compensation for loss of earnings under Croke Park 1 and Haddington Road to the fore so it is imperative that all members process their claim and return to head office a copy of the reply received.

A government of broken promises

On the 31st March 2014 the loss of the first hours overtime is due to be returned to all staff. My concern here is that this present government has broken so many promises that they may try to renege on this as well. If so, then again I urge all too be ready to take the fight to the gates of Leinster House and beyond if necessary.

On a sad note I wish to express my deepest sympathies to the family of our colleague and friend Christy Kelly, LEMT, Portlaoise on the passing of his wife, Greta.

Let's be clear colleagues going forward there are many issues facing us and we need to be focused and prepared to fight to not only retain our pay and conditions, but to have the cuts reversed and to have our profession recognised and properly graded.

Finally may I take this opportunity to wish each and all of you and your families a very merry Christmas and a peaceful New Year..

Michael Dixon
National Chairman

Note of Condolence

The NASRA family would like to offer its sincere condolences to our Financial Officer Mr Christy Kelly of Portlaoise, his son Adrian, and daughter Rebecca on the sudden and untimely death of Greta, a beloved wife and mother recently.

Christy has dedicated three decades to the National Ambulance Service, and is widely regarded as a professional paramedic and trusted colleague by his many friends in the service and beyond.
May she rest in peace.'

NASRA – Defending Members’ Rights



Tony Gregg

It has been a busy year for NASRA with several submissions on behalf of members submitted to third party forums. Four cases have been referred to the Rights Commissioner, with one been appealed by corporate HSE on behalf of the ambulance service to the Labour Court.

In the case of the Rights Commissioner hearings, agreement was reached without the need for a formal decision by the Commissioner to the satisfaction of our members. The Rights Commissioner’s decision in favour of the NASRA submission on behalf of our member was appealed by the HSE to the Labour Court, but was conceded by them prior to the hearing. The areas involved were Southern region and Dublin North Leinster.

A number of grievance and disciplinary hearings have been ongoing throughout the year. The member’s cases here have been varied from dismissal appeals to a member’s right to finish work.

One member who was dismissed had their appeal upheld and continues to be employed as a paramedic.

In a further case a member who was put on a disciplinary charge because he did not want to work beyond his finishing time was found to have no case to answer following NASRA representation. Surprisingly on more than one occasion during the year preliminary objections have had to be submitted on the basis that due process was not been observed. And somewhat incredibly we faced a situation at the beginning of some hearings where the manager whose decision NASRA was appealing also attempted to chair the appeal to his own decision. Bizarre indeed!

On the issue of deploying cars (RRVs) as an alternative to ambulance deployment NASRA believes that this practice presents a risk to all stakeholders. The issue has been raised with the ambulance service, but the service has failed to respond to our concerns.

The question now is - should we present a case to the Health and Safety Authority with a request to them to assess the potential for risk to staff and patients? Should the Health Information and Safety Authority (HIQA) be concerned regarding this practice as it does dilute the service capacity by reducing an ambulance patient carrying vehicle to a non-patient carrying vehicle? NASRA is continuing to examine this issue at officer board level and all suggestions from members on the strategy to be pursued are welcome via local representatives.

Compensation post Haddington Road

The issue of compensation in keeping with Haddington Rd and Croke Pk is ongoing. There has been a variety of responses from the ambulance service following claims for payment. This issue will probably have to be progressed through the third party process.

NASRA has commissioned a report on the entitlement of paramedics to officer status within the HSE. This report will be ready for publication soon. The report will also examine the entitlement to a more appropriate retirement age as the pressures on paramedics are equal to the pressures on the Gardai and fire service both of whom are deployed into a similar environment to that of paramedics.

However while the dangers and risks to the physical and psychological welfare of these frontline workers are acknowledged by their respective employers the health service continues to ignore a similar impact on paramedics. Faced with the same demands as other frontline workers paramedics rightly believe it will be impossible to reach forty year’s service necessary to achieve full pension rights. While this is an issue that the recognised unions have persistently ignored and have consistently failed to address on behalf of paramedics it will be one of the issues that NASRA will be focussing on in 2014.

Best wishes for the New Year

Tony Gregg

NASRA Defends members on driving charges

NASRA successfully defended a member at Clones who was summoned to respond to a charge of driving without due care and attention.

Despite NASRA and the member requesting that the ambulance service provide legal services on behalf of their employee there was no response from the HSE or the ambulance service. The member was effectively abandoned by their employer despite facing a serious charge that was directly related to their employment.

When the case came to court the member was represented by the NASRA legal team and on hearing the submission the court dismissed the charge and asked for a donation of 200 euro to be paid to a local charity.

With the support of NASRA the outcome in this case was successful for the member involved but the case raises some series questions regarding how paramedics behave on receipt of echo and delta calls and also consideration of the consequences of a guilty verdict being handed down to a paramedic under similar circumstances.

NASRA – progress on representation rights.

NASRA successfully challenged a recent move by management to invite SIPTU representatives only to discuss proposals to change current working rosters. After this was brought to our attention NASRA voiced its strong objections to the ambulance service to being excluded from these discussions.

Having made our objections on the grounds of a right to information and consultation and also the right to association and the right to dissociation management relented and NASRA members are now being invited to take part in the consultation process.

North West Division doing the business for NASRA



Donegal Board

It has been a busy year for North West Division with the officer board dealing with a number of local issues as well as supporting the National officer board in progressing national issues.

At the moment we are actively working together on issues including new roster changes and the introduction of RRV’s and the Lone worker Policy.

Our Divisional election took place in May in the Villa Rose Hotel Stranorlar, with Brian McMenamin elected Regional Representative, Tina Mc Glinchey Chairperson and Gregory Clarke General Secretary, Also elected were representatives for all bases in the Donegal region including Ambulance Control in Ballyshannon. Another important development was the election of a rep. for the newly formed Intermediate Care Service, Officer board meetings have continued on a regular basis throughout the year.

As we face into what we expect will be another busy year for NASRA we would like to thank all

of our Divisional representatives for all the hard work they have given the Association throughout 2013 and look forward to continuing the good work in 2014.

We would like to wish all our Members Locally and Nationally A Happy Christmas and we look forward to the first of our divisional meetings kicking off in early January 2014.

Nollaig shona duit

Gregory Clarke
Divisional General Secretary



Left: NASRA reps and National Chairman, Mick Dixon meeting at the Officer Board meeting in Sligo.

Right: Martina Bennett, rep for Longford, Christy Kelly rep for Portlaoise, Shane Hoey rep for Tullamore at the Officers Board Meeting on December 9th.

Edenderry Station goes 24 Hours



Rob Rosbottom and Gerry McKeown at Edenderry Station.

Edenderry Ambulance station went 24 hour on the 4th November 2013. Up to this point it was a 12 hour day station and manned as an EDP point.

Paramedics were transferred from Tullamore, Birr and Athlone. At the moment the station consists of temporary accommodation at Ofalia House but funding has been granted for a new station which will hopefully be finished by mid 2014.

This is the second time that funding has been granted for upgrading at Edenderry with the previous funding withdrawn in 2010 because of the economic downturn.

NASRA will be closely monitoring progress on the new station to ensure that management deliver on it and don't lose the funding a second time.

Finally on behalf of NASRA we would like to welcome all the new members of staff of the ICV and student paramedics to the National Ambulance Service. My strong advice to all of them is to join NASRA as it is a union that they can be guaranteed will fight to protect the rights and entitlements of all ambulance staff.

Uniforms – why can't they get it right?

It should be a simple matter for management to get the uniforms of paramedics right. Well not so and here are just a few of uniform issues that NASRA members have problems with.

Helmets: The Garda, Army, Fire, even voluntary organisations have a standard issue to each of their members throughout the country. We have so many different issues all over the country some with no torches on.

Shirts: There is no other service other than the ambulance service that have colour shoulder pads to identify the different ranks. The public or other organisations do not understand this

system. Paramedic, Advanced Paramedic, Leading Paramedic have been taken off our shirts, jackets etc, the question is why? This was an easy way for the public and other organisations to identify our members.

Shell Jackets: These are not warm enough in the winter and far too warm in the summer resulting in the risk of staff not wearing reflective jackets in warm weather.

T-Shirts: The recommendation for these are that they would be made of cotton, because in the case of fire the paramedic would be best protected.

Pants: Many paramedics have found that no two pair of trousers they received in their packs were of the same size.

Footwear: There is no choice of shoes instead of the boots. Some members for medical reasons cannot wear boots but find that when they request to change their issue and they are refused.

Cleaning: All of the washable garments should be able to be washed at a high temperature however, this is not the case with the shell jacket.