

**MEMBERSHIP FORM GB**

Surname   Mr  Mrs  
 Ms  Miss  
 Forename   Dr  Rev  
 Male  Female  
 NI No.  Date of Birth   
 House No./Name   
 Street   
 City/Town   
 Postcode   
 Home Tel.  Mobile   
 Email   
 Please tick if you wish to receive the union's magazine

**About Your Job**

Employer/Company Name   
 Job Title   
 Work Address   
 Postcode  Work Tel.   
 Which membership do you require?  
 Enhanced full time (more than 21 hours per week)  
 On certified apprenticeship scheme  
 Year 1  Year 2  Year 3  Year 4  
 Driver Care (a separate Driver Care application form will be sent to you for completion)  
 Basic full time (more than 21 hours per week)  
 Basic part time (10-21 hours per week)  
 Other (eg Unemployed member of the community working less than 10 hours per week, under 18, full time student, retired members or permanently disabled members who are not in paid employment)

**Equal Opportunities**

Unite the union is committed to the promotion of equal opportunities for all and it is the union's aim to provide services and support to members that is free of discrimination on the basis of race, gender, religion, sexual orientation or disability. What ethnic group do you belong to?  
 Please tick  Mixed White & Black Caribbean  Asian or Asian British Pakistani  Black or Black British African  
 White British  Mixed White & Black African  Asian or Asian British Bangladeshi  Black or Black British Other  
 White Irish  Mixed Other  Asian or Asian British Other  Chinese  
 White Other  Asian or Asian British Indian  Black or Black British Caribbean  Mixed White & Asian  
 Other/please specify   
 Please tick if you regard yourself as disabled Please tick if you are  Lesbian  Gay  Bisexual  Trans

**For Office use only**

Branch No.  Job Code  Workplace Code

**Direct Debit Details - Instructions to your Bank or Building Society to pay by Direct Debit**



Originators ID Number **9 7 1 4 6 7**

Name of bank/building society   
 Town of the Bank   
 Sort Code   
 Account Number  On the selected day of the month:  
 7th  14th  21st  28th  
 Name(s) of Account Holder(s)

**Instruction to your Bank or Building Society**

Please pay Unite the union Direct Debit monthly from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Unite the union and, if so, details will be passed electronically to my Bank Building Society.

**Authorisation of deduction of your trade union contribution from your pay (check-off)**

**Note: Not all employers operate check-off.** I hereby authorise the deduction of Unite the union subscriptions from my pay of such amounts as shall be notified to my employer on my behalf from time to time by Unite the union. I also authorise my employer to inform Unite the union of any changes of address.

Paid weekly or monthly?  Weekly  Monthly Payroll No.

**Please read the Data Protection Notice.**

You have the right at any time to stop us using your details for third party marketing purposes. If you do not wish us to communicate with you or share your contact data for these purposes, please tick this box.  Please note that this will preclude you from receiving our special offers or promotions.

Are you or have you been a member of a trade union? (including Unite the union)  Yes  No  
 If yes, please give the name of the union and date of last payment

When you join Unite, you are also authorising the Union to deduct an additional amount for your subscription to your local branch fund.  
 I agree to abide by the union's rules. I authorise the payment above:

Signature  Date

Employer Code  Recruitment Code  Membership No.



**Offshore Medics** are a small but essential trade group offshore and are more often than not forgotten and misrepresented when it comes to pay and terms & conditions, especially as the Medics role has significantly developed and is continuing to develop in current times in line with current research base practices and education in the wider medical world onshore. This alone should be a good enough reason to be a member of a Union especially as we are living in difficult and unsettling times within the Offshore Industry that is poised between a great depression style collapse and something slightly more palatable.

Initially, in the early offshore years the Medics role was to respond to any casualty or medical problem brought to their attention. The remainder of their time was filled by other, mundane and often, non-health related tasks that didn't fit into any other trade/vocation job description or that nobody else wanted, however this has now changed dramatically and the workforce these days have the peace of mind of having a person competently trained to carry out practices on par with some Doctors roles onshore. The Medic and OIM are the only ones required by law to be on board (>25 persons) otherwise operations must cease.

Medics are usually ex Armed Forces Medics with 5yrs previous experience or NHS Nurses with 3yrs post qualification

# CALLING ALL OFFSHORE MEDICS

experience and some are even qualified Doctors. However over the years following the Piper Alpha the Offshore Medics role has been extended into more of a proactive one with additional Occupational Health duties and with some larger operators developing the Medic role to that of a dual and supervisory one of Medic/HSE to replace Safety Officers/HSE Advisors(Who are often Paid more), which saves money as well as beds, but again with often no uplift of pay passed onto the Medics who are mostly now employed by contracting companies who pay as little as they can get away with.

Since the Piper Alpha the HSE introduced that all Offshore Medics had to carry attend and pass a mandatory 4 week HSE approved Offshore Medics course with pass or fail exams and practical assessments and then every 3 years, attend a 2 week refresher course for recertification. The content and training of this course has developed significantly over the last 10yrs with the Medic having to complete weeks of pre course study to pass the modern course. This includes the PHTLS (Pre Hospital Trauma Life Support) course and ACLS (Advanced Cardiac Life Support) course, both of which are usually courses for Doctors. Further to this the Medic is also the Focal Point for Asbestos Duty to Manage, CoSHH Assessor, DSE Assessor, Manual Handling Assessor, Legionella Competent Person, Safety training coach, which is not exhaustive.

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The role of the medic is one that ultimately can at times determine life or death continues to develop but the pay stays the same with the Medic being on one of the lowest salaries offshore like for like to other trade groups. It is also a supervisory role that can at times have shifts up to 20hrs or more if a patient is bedded down or can't be evacuated due to bad weather and some don't get paid over time for this. Also a point to note is who cares for the carer if or when he/she becomes ill with a life threatening condition offshore which again is not reflected in their pay.

Medics are as a rule mis/unrepresented offshore and the only people with the power to change this for them to be represented is the Medics themselves by joining forces together via a Union. Because *"In union there is strength."* (Aesop, Ancient Greek fabulist) and *"Coming together is a beginning. Keeping together is progress. But Working together is success."* (Henry Ford, founder of the Ford Motor Company). So in strength we can ensure changes are negotiated rather than imposed with our respective employers.

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## WHY JOIN UNITE?

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**Money** –We are all offshore to make money and to do that we work long days and long periods away from home and family. So a Union is an independent voice to negotiate with your employer as generally speaking, union jobs pay significantly more than non-union jobs. From top to bottom, industry to industry, region to region, union wages are roughly around 10 to 15 per cent higher than non-union wages. It's as simple as that. If wages matter to you, then you'll want to join a union, because you'll make more as a union member. That's part of the reason companies resist having a union workforce. They don't want to part with that money. Look at trades who are part of the OCA agreement who collectively negotiate "Regular" pay deals with the Unions, whereas medical company's state they have reviewed their pay and more often than not, claim pay freezes year in and year out. In some companies the pay between the same peer group differ significantly and if that company is Unionized then that issue can also be resolved on your behalf by Union negotiators who are all trained in getting the best deal on your behalf.

**Benefits** - Pensions, medical insurance, holidays, holiday pay, sick pay, overtime, unsociable hours, delayed getting off the platform payments (£75 OCA companies), are generally better in a union recognized group; and not forgetting Brent payments (for inconvenience travel) and often the only way to obtain these benefit is through a Union negotiation. In truth, many of these benefits and perks don't exist without a Union negotiating for them. That's another reason why companies don't want to go unionized. Under a Union contract they have to share those benefits.

**Safety** - This is a stark and sobering reality. The safety record of union facilities is demonstrably superior to that of non-union facilities by up to 50%. A Union contract gives employees the immediate right to insist on a safe work environment.

**Security & Dignity** – Who would you turn to if you had to go through a disciplinary procedure at work or if you had to bring a grievance against your employer? If you were being bullied, harassed or discriminated against at work, what would you do? From the moment you join a Union it provides their members with specialist employment law advice, support and representation if they are having a problem with their employer. A Union and its solicitors will deal with it at no cost to you. This includes: unfair dismissals; redundancies; industrial diseases; pay cuts; pension disputes; gender, race and disability discrimination; harassment and bullying and equal pay. Union members never have to face problems alone. Unionized companies tend to be more wary before making off the cuff decisions and managers are pushed to behave like “professionals.”

**Legalities**- Although everyone has a legal right to join a union, there are some employers who don't like employees joining a union and are actively opposed and try to put people off by stating they don't recognise Unions. But if the right amounts of workers are Union members (minimum 50% but ideally more) then they are legally obliged to recognise the Union. However when you join a Union and if your workplace is not already unionised, you'll still get support if you have a grievance or are in danger of being dismissed, but your Union won't be able to sit down with your employer to negotiate salary and conditions reviews on your behalf until it has been Unionised. But you shouldn't run away with the idea that the mere act of becoming a Union member is suddenly going to revolutionise your working life. Joining a union, rather like voting, is one of those things that will only make a big difference if lots and lots of other people do it too. *“The strength of the team is each individual member. The strength of each member is the team”*. So the answer may be to rally your workmates to the cause.

Surprisingly, monthly sub costs £14 a month which in layman's terms is less than a pint of beer a week which is well worth the peace of mind and security of being supported should one need to be.

The current extended role of the Offshore Medic from clinical care to proactive occupational health and safety management can benefit the workforce, employing contracting companies, and operators, which can be cost effective for business and rewarding for the Medic and more importantly the offshore workforce. The Medics role however needs not only to be developed and supported carefully by members of the management teams of both the employing contracting and operating companies, but to be further recognised fiscally of their worth by coming together and paying this important vocation in line with its roles and responsibilities. Maybe the formation of an Offshore Medics Association in line with the OCA and COTA could be an idea, but until a majority or ideally all Offshore Medics join a Union we will remain to be treated like second rate employees and still complain amongst ourselves for ultimately not helping ourselves in the bigger picture. ***So why not reconsider an idea that probably made an awful lot of sense to your grandparents but has taken a bit of a battering in recent decades: Join Unite the Union today without delay.***

**JOIN UNITE TODAY:**

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