



MINUTES OF SECAMB UNISON BRANCH
ANNUAL GENERAL MEETING
held on 26 February 2018
at the East Court Mansion, East Grinstead

Present: Hazel Brown, Ben Eastwood, Tony Faraway, Clive Goddard (Branch Chair), Mike Gardner, Bryan Hopperton, Roger Laxton, Richard Lewis, Kevin Long (Treasurer), Stella Quentin, Peter Steventon (Branch Secretary), Nigel Sweet, Gary Turley, (Branch Chair) Ann Sephton (Minute Taker)

In Attendance: Simon Bolton, Strategic Officer
 Danielle Bruce (Local Organiser)

Apologies: Amanda Sands, Michael Beadle

CLIVE GODDARD IN THE CHAIR

ITEM	AGENDA
01/18	Welcome & Apologies – The Chair welcomed those who had come out considering the weather. He accepted the apologies of those who could not make it. The meeting opened at 18.21
02/18	Ratification of Officer and Steward Posts – Branch Secretary – Peter Steventon nominated by Hazel Brown and seconded by Samira Usman. This was agreed. Branch Chair and Senior Rep 111 – Clive Goddard nominated by Bryan Hopperton and seconded by Nigel Sweet. This was agreed. Branch Treasurer – Kevin Long nominated by Nigel Sweet and seconded by Bryan Hopperton. This was agreed. Equalities Officer – Stella Quentin-Steel nominated by Clive Goddard and seconded by Ben Eastwood. This was agreed. Welfare Officers – to be advised. Infection Control (West) – to be advised

	<p>Infection Control (East) – Gary Turley nominated by Clive Goddard and seconded by Ben Eastwood. This was agreed.</p> <p>Senior Rep (East) – Bryan Hopperton nominated by Clive Goddard and seconded by Nigel Sweet. This was agreed.</p> <p>Communications Officer/Senior Rep (West) and Labour Link – Nigel Sweet nominated by Clair Wallace and seconded by Natasha Brown. This was agreed.</p> <p>Stewards - as no Steward reported they were stepping down they all continue as before.</p> <p>The Chair thanked James Apps for his excellent work as Welfare Officer and wished him well.</p>
03/18	<p>Officers Reports – these were tabled but it was proposed that those present would read out any significant item.</p> <p>Clive reported he had recruited 45 new members in 111. He was also responsible for the revamping of the webpage and getting Facebook and Twitter accounts for the Branch. Although he did say it was a place for news and not a place to rant.</p>
3/18 cont.	<p>Pete reported on Relocation/Redundancy situation of being presented with 3 HQs moving into one at Crawley as some people walked to work but now were travelling 100 miles and the Trust said that this was reasonable. We held a Legal Surgery at Banstead hq and they advised there is case law to protect employees with unreasonable travel distances. Some staff had left the Trust but 12 cases were looked at by our branch and we got 11/12 and they were all done on individual circumstances.</p> <p>Pete thanked Stephanie Cesana, who was our Strategic Officer at the time, for all the help she gave to the Branch. We now have a new Strategic Officer, Simon Bolton, and he has a wealth of experience to bring to us.</p> <p>Bryan reported that being able to support Pete in lots of meetings and it has now changed the attitude of the Trust and it has been a year of progress. We are also working well with our colleagues in other Unions.</p> <p>Nigel reported the change of attitude in the Trust and how they communicated through the problems they had. It left us in a difficult position as to how we stood up for our members but we did. I went on TV and Radio on numerous occasions and spoke up at a time when the public knew what was happening in our Trust. We gained creditability with the media and we now have better relationships with them. As a Branch we are on social media and we now have an Instagram account for the younger people. It is an expression of our way to communicate as well as still using the old methods.</p> <p>Nigel thanked Clive for getting the website re-organised and included other ways to communicate. We want people to know what Trade Unions are all about.</p>

Item	Agenda
3/18 cont.	<p>Kevin gave a basic overview of our finances. The finances are used for helping and supporting our members and giving them a say. We also cover other private companies but this does not have an impact on our SECamb members as they are covered by Case Workers and are almost self-funding. Training is an important function within the branch and we will continue to do this.</p> <p>It was also agreed that we pay £100 each to our Auditors to a charity of their choice. One was 11th Hastings Scouts and the other The Oliver Curd Trust.</p>
4/18	<p>Minutes of the 2017 AGM – the Minutes were accepted as a true record.</p>
5/18	<p>Any Questions - The culture change in the Trust? One of the key people is our HR Director who will be leading this and it is the first priority for the Trust. The TUs were invited to the training on Serious Incidents known locally as “Si’s” are not ending up as a disciplinary. The new Management are now saying that Si is different from disciplinary. The fact finding is stopped at an Si’s and does not continue if it looks like it is turning into a disciplinary. A new fact finding procedure then proceeds. Also the notes from an Si are not used in the disciplinary. Every Manager will go through this training eventually but we will not fix a problem overnight although it is moving in the right direction.</p> <p>The Governments trade union act dictates that Unions now have to pay the Employer for running DOCAS (which is where the subscription is taken from wages). In UNISON most of our members pay their subscription by this method.</p> <p>Early negotiations indicated that we would pay 2% each month to the employer. This could change if further National information is given. Our Trust has decided to adopt the LAS approach and are changing this amount to 0.5%.</p>
6/18	<p>Ratification of Branch Accounts – the accounts were ratified by all present.</p>
7/18	<p>The Chair then introduced our guest speaker – Mr Alan Lofthouse, who is the National Officer for UNISON.</p> <p>Alan gave his apologies for missing our AGM last year and also that his colleague was also unable to make it.</p> <p>He spoke on the Band 6 Paramedics. The Government were worried that they would be unable to fill positions. UNISON took this opportunity to discuss banding. The TUs decided to gain the membership feeling for industrial action. There was only a consultative ballot and the Paramedics said they would take industrial action. After negotiations it was agreed that Paramedics would become Band 6 and NQP’s after 2 years. He said that was nine years of additional money for our members. The Trusts have to sign up each year to say they are signing up to this. The Government also knew that it would open the door to other levels. There is a drive now to obtain Band 5 for Technicians.</p>

7/18 contd	Agenda
	<p>There is a huge Job Evaluation system available and this Branch have taken it seriously and are regularly attending Job Evaluation panels, which is important. There is an earnings match being undertaken across the NHS which will include the ECSW job role. Therefore the Job Evaluation will be able to look at this again. Band 6 was obtained through agreeing to the 2 year NQP period and we are proud of the involvement UNISON had. Unison Nationally are leading the debate on Health & Well Being and keeping people at work. It has to be reported though that change does not happen quickly. Staff are saying they want employers to look after their Health & Well Being. People are now more prepared to talk about their mental health and we had a good 2 day training, which the Branch attended, and it is hoped that the Directors and Senior Managers would also do this course. There is a need to talk about how we can help staff. The Senior Managers and internal staff will be attending these seminars so that they can learn from others. We are also looking at suicidal prevention strategy and how we can make this better.</p> <p>This Branch lost their PTS to South Central Ambulance. UNISON have found that contracts are still being awarded to bad providers for this service but UNISON are telling the CCS's what is happening. Their own staff are coming forward with the information. Procedures are being closely looked at. We do not want another company like Corrilian.</p> <p>Alan then talked about the retirement age which is now 67 and UNISON are looking at this but progress is slow. It will brought up again at this year's Health Conference and UNISON will report back. We now have people reaching the retirement age and we are building up evidence from them on what is happening.</p> <p>He then spoke of the 2015 pension scheme which is not as good.</p> <p>Alan also spoke about a recent case law that Unison had one with reference to average earning whilst taking annual leave and enforced overruns and we are appealing the recent case taken at Tribunal, which found in our favour, but not all of it. It is just overruns but UNISON felt all overtime should be used in calculating average earning. We are seeking legal agreement. The Appeal might go to the EU.</p> <p>Alan then reported on the pay claim which is in 3 parts. (1) 3.9% (2) Restorative for over the years of £800. (3) TUs called on the Government to do an A4C refresh.</p> <p>UNISON is taking the lead and the RCN are very interested. At present the pay cap is still in place. It has been suggested by the TUs that employers and the Government look at productivity for a pay increase. The employers are in agreement that the pay freeze has been restrictive for them. We are looking for an agreement at structural level where Bands overlap and a system to reduce the timescale. People's pay point</p>

	<p>may move around but this is a 3-year project.</p>
7/18 cont.	<p>There is a meeting this Wednesday of the Senior Group Executive when a decision will be made as to what the next step would be and whether we go to members and tell them what is happening.</p> <p>Alan said the workload on the number of cases coming in was high and he thanked the Branch for the work they had done in being very pro-active. He then thanked everyone for listening.</p>
8/18	<p>Questions and Answers</p> <p>Alan took questions from the floor on pay but there was no further information he could give until after the meeting on Wednesday. He thought there might be a ready reckoner available so that members can put in their pay point and see where it is coming out.</p> <p>He replied to other questions asked.</p>
9/18	<p>The Chair thanked Alan for an informative discussion and the meeting finished at 8.05 pm.</p>