

**REPORT OF PETER STEVENTON
BRANCH SECRETARY / SENIOR REP
FEB 2018 TO FEB 2019**

As Branch Secretary, I have been kept extremely busy throughout the past year representing members at sickness absence review meetings, through to gross misconduct, appeal against terminations, ill health pension applications along with collective negotiations / bargaining on changes to policies, terms and conditions and working groups to move forward with the 'must do's', requirement from the CQC report and the recommendations from the Douglas Lewis report in to the bullying and harassment culture in the Trust.

With regards to representation, overall our reps have seen an increase in members requiring support, guidance and representation with disciplinary hearings, long and short-term sickness consultations and reviews, along with supporting members with mental health related illnesses which is increasing at a worrying level and the terms of the protected characteristics of the 2010 equality act is heard more often so.

Our reps have played a key part in the AFC job evaluation process for new and existing roles within the Trust by regularly attending panels to ensure we have a fair, robust partnership working to job evaluations.

The recent successful campaign to bring the historical Technician pay to reflect actually what the role should be paid was finally evaluated to band 5 and back paid to April 2018, our Unison branch were heavily involved from the start to the finish and over 350 Technicians saw an immediate uplift in salary and I am proud that our branch played a key role in this. Our branch reps will continue on, to ensure all roles within the Trust are correctly banded.

Recruitment and retention of members has always has remained high on my priority list, throughout the year we have ensured all SECamb induction events are attended by our reps to recruit new members to unison. Along with recruitment, it is also of the utmost importance that we as a branch support our members, professionally and efficiently in times of need, whether that is direct representation, welfare or legal opinions via our solicitors.

Our branch voice is membership led and I will ensure our collective voice and united front stands up for our members, remembering we / you are part of the largest NHS union in Europe with over 1.4 million members across the NHS and is the lead union across the country.

Following the CQC report and the grave concerns highlighted with reference to bullying and harassment within our Trust, we are now seeing the Trust taking action at long last and are putting in procedures to support the members who are directly affected by these issues.

Our branch has supported members via Thompsons personal injuries claims, whilst accidents have occurred within the workplace and have seen compensation payouts, collectively exceeding £100,000 in the past year.

I would like to take this opportunity to thank my team of senior and station based local reps who have represented our members professionally, sometimes facing a member's hostile opinion. I also give a warm welcome to our new reps, who have recently completed their ERA training and those who are awaiting training.

Our nursing home member are represented by Alex Knutson, Roger Laxton and Victor Willis who represent our members autonomously and professionally, as branch secretary I would like to thank them all for supporting our members and also Ann Sephton who holds our branch together, ensuring membership queries are responded to in timely fashion, thank you.

In the coming year, our reps will be supporting members through restructures and operational changes to the recent introduction of ARP (Ambulance response programme) the pressures on the union is high and will continue and there will no doubt be many challenges ahead within the Trust.

I will continue to fight for member's rights and protection of your terms and conditions.

Kind Regards

Pete

Peter Steventon.
Branch Secretary, UNISON