

**BRANCH EXECUTIVE COMMITTEE MEETING
HELD ON WEDNESDAY, 1 MAY 2019 AT
EAST GRINSTEAD TOWN HALL**

Present: Ben Eastwood, Tony Faraway, Graham Furlonger,
Clive Goddard (Branch Chair), Pip Griffin, Tom Gallagher,
Bryan Hopperton, Roger Laxton, Kevin Long,
Stella Quentin-Steele (Treasurer),
Pete Steventon (Branch Secretary), Nigel Sweet,
Ann Sephton (Minute Taker), Dave Wallace

Item No.	Agenda	Action
01/19	Introductions: – Everyone present was absolutely delighted to see Clive attend the meeting. As there were some new faces introductions around the table were made.	
02/19	Apologies: - Mike Gardner, Gary Turley, Jenny Young	
03/19	Minutes of Meeting of 12 October: - to be introduced at next meeting.	
04/19	<p>Matters Arising: -</p> <p>Restructuring: Various restructuring in the pipeline: Ops restructure, OM role Phase 2. (they are being done away with from base and will put the incumbents at risk). OTL protected and OUM role protected. HE under-resourced and need staff and restructuring has been delayed. Medicine Packers at Paddock Wood are not using own employees. Learning & Development under HR but they will be moving to the medical team. Payroll coming up for renewal and it has been outsourced to a private company. UNISON is in favour of bringing it back in-house. Job Evaluation is being re-established in-house. 111 re-banding of Health Advisors now Band 3 and some other jobs being re-banded. SHA being re-banded. There is a need to get people re-banded correctly. 111 have to follow 999 rules to the letter.</p> <p>ESR there is a problem of getting on to this and staff would like the paper wage slips back. ESR website is being updated on the week of our payslips, which is causing problems with the payslips</p>	

Item No.	Agenda	Action
04/19 contd	<p>logging in procedure. Employers do have a legal duty to provide a payslip on the day or before and if this is not available then the Trust is contravening Statutory Law. The Trust need to tell us how many people can access their payslip. We also need times and dates of when the ESR is being updated so that staff can access the information.</p> <p>There is no ability to find out if the £5 claim might be missed. A suggestion was an email PDF of payslip would be good. There was a question asked if someone leaves the Trust then they cannot access the ESR to find out the amount on their final payslip which is due a month later. Pete to take this to the JPF.</p> <p>Fleet Managers restructuring has been good with all unions. Churchill is being brought in-house as they do not pay sick pay.</p>	<p>PS/BH PS/BH</p> <p>PH/BH</p>
05/19	<p>OBJECTIVE 1 – RECRUITMENT & REPRESENTATION</p> <p>Recruitment Figures – these were reported at the meeting. Ben was congratulated on his successful recruitment. We have attended every Corporate Induction which is still difficult as numbers attending fluctuate.</p> <p>Rebanding – our Job Description for ECSW’s is being looked at.</p> <p>Rotas – this happened on 1 April but there is a problem at Paddock Wood who have stepped out of the parameters and they are looking to make it fit. It is being trialled and needs to fit.</p> <p>No. of Cases being represented:</p> <p>Brian – 3 sickness and others. We had a very good experience in Kent where a Stage 3 was downgraded to Stage 1.</p> <p>Tom – none</p> <p>Pete - Successful outcome settlement agreement. Bullying & Harassment cases; Stage 3 sickness cases; couple of terminations coming up; Banding and pay queries.</p> <p>Everyone comes into the bottom of pay band and there is no resources to check their proper pay band. People need to contact us where they are unhappy.</p> <p>Roger – no cases but giving advice to staff about rebanding.</p> <p>Tony – one that requires extra equipment which is being dealt with. Early sickness issues.</p> <p>Stella – none</p> <p>Nigel – 3 cases; Group Grievance re drug investigation; 10 different types of cases and some high maintenance.</p> <p>UNISON took an Employment Tribunal case to the end and won. There is no cost to members taking Employment Tribunals but</p>	

Item	Agenda	Action
05/19 cont	<p>do have to meet the UNISON Case Team criteria. If member goes to an Employment Tribunal without UNISON help then they could face costs.</p> <p>Kevin - none</p> <p>Pip – 4 Stage 2 sickness and big sexual harassment case; Bullying & Harassment case on-going; 1 Disciplinary Hearing; 2 queries with HR.</p> <p>Graham – asked about Payroll but this was discussed earlier.</p> <p>Caseworkers in Nursing Homes Cases – 15 in April and 7 in March. Some advice only but most have meetings attached.</p> <p>JPF/JPPF Business Update – Joint Partnership Forum and Joint Partnership Policy Forum.</p> <p>Research Governance Policy passed; Clinical Education Abstraction Procedure – Paramedics who require to go to University can book courses in advance.</p> <p>Registration in Clinical Practice Procedure – reduced from 14 to 5 because there is an initial fact-finding feature and after consultation 5 days will be given to HPC.</p> <p>Business Continuity Document – this will trump other policies. To be reviewed in 6 months. Also talks about temporary redeployment but that is around the doomsday scenario and there will be 11 hours between shifts.</p>	
06/19	<p>OBJECTIVE 2 – NEGOTIATING, BARGAINING & PROMOTING OF EQUALITY</p> <p>111 Update – morning conference calls on Friday have been set up to talk to Managers and the afternoon speaking to the Unions. Health Assistants were stars over Easter. Initially there was a problem on home numbers given out by people working from home and calling them back. Managers also did show their presence when there was a crisis. Clinicians 18 joining these will be Nurses. Incentives are much appreciated.</p> <p>Facility Time Hours Update – The Trust are looking to review this. There is a member in the Trust being allocated to do this review. UNISON/GMB have 4000 hours; Unite 2000; RCN 950 hours. There is a suggestion that another Union is abusing the hours allocated to them. Unions are now expected to attend all Working Groups. We are also using our facility time doing Job Evaluation. In UNISON we do have a form for abstraction. There appears to be no form used in other Unions. We would recommend an additional 450 on top of our allocation to attend essential meetings and the Job Evaluation.</p>	

Item	Agenda	Action
07/19	<p>OBJECTIVE 3 – CAMPAIGNING & PROMOTING UNISON</p> <p>Update on activities of LGBT/Disabilites - Tony & Stella attended a course on 30 September. The quote of the day “What you permit your promote”, which meant people should challenge things they do not like, or else we are promoting it. It is often done in ignorance and needs to help people to understand. We need to educate but there will be people who remain in ignorance.</p> <p>Percentage of fails and passes in Workbooks and Key Skills on Diversity & Equality but hope these reduce and increase as people become more aware.</p> <p>SECamb will be donating to Pride again this year. The Committee has changed and are putting commercial interest before others and we now have to have permission to obtain a place to attend.</p>	
08/19	<p>OBJECTIVE 4 – DEVELOPING AN EFFICIENT & EFFECTIVE UNION</p> <p>Finance – financial report was tabled. Stella who has taken over from Kevin asked if those attending would look at this report and next meeting come back to discuss what training will be required and what Conferences we will be attending. Treasurer handover will be in process for 3 months. We also need to discuss how we need to spend our money and how we allocate the money.</p> <p>Updating Website – to be discussed at next meeting.</p> <p>Branch Executive Meeting – how can we encourage people to attend these meetings? To be discussed at next meeting.</p>	ALL
09/19	<p>ANY OTHER BUSINESS</p> <p>Bulk email – it was agreed this should continue.</p> <p>Diaries – obtain feedback from members.</p> <p>Women’s Conference - Pip and Stella agreed to attend.</p> <p>Satnavs – they used to work very well. The problem is now routing them as they continue to take the scenic route which is not always appropriate for Ambulances. It is also taking up time getting to patients. Stress on the driver going down narrow roads as there has been damage to vehicles. Cameras would also be useful in the back of vehicles as Driver cannot see what is going on.</p>	

Item	Agenda	Action
09/10 contd	<p>Day text – has been coming in but our Trust has not done anything about it. Pete to take this up at JPF. It does not recognise blue light driving.</p> <p>8 hour shifts with meal break – it is now 2 hours before the end of the shift and people are not getting a meal break in an 8 hour shift. Pete to bring up at JPF.</p> <p>It was AGREED to donate £200 to the Kent Ambulance Retirement Group. Also a donation to the Bexhill Labour Party.</p> <p>Meeting at beginning of February – to be looked at next meeting.</p> <p>Governor Meetings - Roger has been attending and please email Roger any items to inform them of issues coming their way.</p>	<p>PS</p> <p>PS</p> <p>ALL</p>
10/19	<p>DATES OF NEXT MEETINGS</p> <p>Wednesday, 10 July 2019 Wednesday, 9 October 2019 Wednesday, 11 December 2019 At the East Grinstead Town Hall</p> <p>Meeting closed at 3.30 pm</p>	