



SECamb Branch 20111

**BRANCH EXECUTIVE COMMITTEE MEETING
HELD ON WEDNESDAY, 5 JULY 2017 AT
EAST GRINSTEAD TOWN HALL**

Present: Amanda Sands, Bryan Hopperton, Clive Goddard (Branch Chair),
David Wallace, Gary Turley, Jenny Young, Nigel Sweet,
Stephanie Cesana (Strategic Officer),
(Treasurer), Pete Steventon (Branch Secretary),
Ann Sephton (Minute Taker)

CLIVE GODDARD IN THE CHAIR

Item	AGENDA	ACTION
11/17	INTRODUCTIONS – The Chair thanked everyone for attending.	
12/17	APOLOGIES –Graham Furlonger 2, James Apps, Joe Emery, Kevin Hedges, Kevin Long, Roger Laxton, Roger New	
13/17	<p>MINUTES OF THE MEETING OF 5 April 2017</p> <p>Item 5/17 JPF – the meeting asked if the Meal Break Policy had been signed off. Pete replied, the meal break policy has not been signed off yet as the unions are to meet with management to discuss the feed back from the staff consultation.</p> <p>Item 5/17 Trust Management Restructure - Pete reported the Coms role would now be Operational Manager and Team Leader would be Operational Team Leader. The OM role is now in place and there are still a few outstanding concerns around the USH / contract of this role.</p> <p>The OTL staff are now working to their new rotas and there is an outstanding issue to resolve with reference to the banding for this role.</p> <p>Item 6/17 111 - Clive reported there is still 2 years of the Contract to run.</p> <p>No further questions the Minutes were accepted.</p>	

14/17	MATTERS ARISING	
	<p>Item 9/17 – Health Conference Feedback - this will be addressed later in the meeting.</p> <p>Item 9/17 – Weight Limit for Ambulances - the Trust have ordered 42 new ambulances. Weight limit on the current Ambulance fleet now have clear signage as to how many passengers can be safely carried on board.</p>	
15/17	<p>OBJECTIVE 1 – RECRUITMENT & REPRESENTATION</p> <p>Recruitment Figures – these were reported at the meeting. A number of people who should have moved to Crawley from the old HQs, have decided not to move. Pete reported on recruitment at the National Ambulance meeting. Congratulations to our Reps for the continued recruitment strategy.</p> <p>NHS 69 Years – there was a formal congratulations to be tweeted to the NHS 69th Birthday. Clive was thanked for getting the new website up and running so successfully.</p> <p>MIP – Strategic Officer said we had Managers in SECamb who should be in MIP but they have opted to stay with SECamb. Managers join of their own accord, they are and unlikely to be recruited at inductions. Our Reps will advise when speaking to a Manager asking to join, will tell them MIP is available.</p> <p>GMB have not yet been recognised in SCAS.</p> <p>No. of Cases being Represented</p> <p>Clive – 1 but 2 resolved Bryan – 4 Gary – 0 Pete – 2 gross misconducts, 3 suspensions, although one came back on a written warning and one with no case to answer. Stage 3 sickness meetings. 4 cases for legal advice. Nigel – 8 one going to Industrial Tribunal; 2 long standing Jenny – not on full return until September Dave – 1 suspension Amanda – 0 Neil – 4, Large Grievance, Sickness Cases</p>	
15/17	<p>Senior Reps representation feedback Covered in above discussion. Pete having some results with relocation/redundancy. He has currently 7 and six have been agreed so far.</p> <p>UNISON Solicitors have 3 pending awaiting further advice. Pete was thanked for bringing this to the attention of the Trust and ensuring members individual circumstances are fairly raised.</p>	

	<p>Recruitment Induction – next Tuesday</p> <p>JPF Business</p> <p>Holiday ruling – SCAS UNISON, East of England took their employer to tribunal regarding the Trust should pay an average salary whilst on annual leave as enforced overtime payment should be seen as an average and not reduced whilst taking annual leave. The Court ruled in favour that enforced overtime should be included in holiday day. SCAS are receiving their back pay this month. National UNISON are appealing the decision by the courts because it was based on the statutory 20 days leave but UNISON says it should be over all holiday entitlement days.</p> <p>Trust have to save £15.1m this year e.g. £15.1m plus £7.9m overdraft.</p> <p>Social Media Policy not known by all users and this needs to be cascaded throughout the Trust.</p> <p>Contracts – the Trust was sending out the wrong contracts and Pete pointed out that the correct contract was updated in February 2017 for the band 8 manager contracts. This has now been corrected.</p> <p>Restructures – there are 3 restructures at present: finance, safeguarding and estates, potential fleet, IT and Scheduling.</p> <p>CAD – new CAD in Coxheath did not happen but it is going to happen at 11.00 pm on 5 July. A full CAD will be done by 4 September.</p>	
<p>15/17 contd</p> <p>16/17</p> <p>17/17</p>	<p>Band 6 Bank Paramedics – they have not been paid their uplift which will be paid in this month’s salary.</p> <p>Unsocial Hours – meeting is taking place on 5 July. This will be the first meeting of many and will have to go out to a ballot likely. There is unfairness in how USH is generated and there is work in progress to have a Trust wide fairer system remaining in AFC</p> <p><u>Changes to USH and Holiday</u> – already discussed.</p> <p><u>Newly Qualified Paramedics Collective Grievance</u> – 86 people so far are aggrieved and have submitted a collective grievance as they are working to a band 6 profile and receiving band 5 income. This has come about due to the delay in the Trust implementing a Band 5 Preceptorship program, there needs to be a clear distinction between the banding scope of practice of bands 5 and 6. Also potential Grievance in Kent but awaiting the outcome of</p>	

	<p>this Grievance. National Unison is in talks with the Employers.</p>	
18/17	<p>OBJECTIVE 2 – NEGOTIATING, BARGAINING & PROMOTION OF EQUALITY.</p> <p>Welfare Reps Update – Jenny is still on restricted hours and she is stepping down as Welfare Rep. Jenny was gratefully thanked for all the outstanding work she has done. She will continue of workplace rep. The door will be open if she ever wants to come back. Her work was invaluable and was very much appreciated. James continues in the East and was also thanked for his work.</p> <p>111 Update – there is a longer term plan to be split into Kent and East Sussex at Ashford; West Sussex and Surrey will be handled out of Dorking. Clinicians from Ashford will help out at Dorking. There is a high turnover of Clinicians but recruitment and equipment is now giving the ability of work from home. EOC and 111 are now working better together.</p>	
18/17 cont	<p>Update on Single HQ – the mood at Crawley is good. Regular focus groups are meeting regularly to sort out any issues. The Faith Room is being moved as it was inappropriately based. Parking will be a problem as there is no alternative parking nor street parking. Home working has been asked for and come September when EOC moves in this might be a possibility.</p> <p>DOCAS changes to UNISON - we have talked last few meetings of the TU Act and Public Sector Employers will have to pay for DOCAS in March next year. We have met with the HR Director and it was agreed, in principle, that we will have a financial agreement per year for this service. They are looking at other 10 Trusts to see if it would be possible to have one agreement. It was a good meeting and it shall hopefully be a nominal amount but the Director will come back by the middle of July to verify.</p>	
19/17	<p>OBJECTIVE 3 – CAMPAIGNING & PROMOTING UNISON</p> <p>Branch Donation to SECamb Pride Event 2017 – A vote took place which was carried. It was agreed to donate £300 and we are the only Union supporting this event for the past 7 years.</p>	
20/17	<p>OBJECTIVE 4 – DEVELOPING AN EFFICIENT & EFFECTIVE UNION</p> <p>Finance – Steph commented on the new legislation which will be coming in where people are self-employed but could be misunderstood to be working for a company. Therefore any contract should be changed to a Service Agreement.</p> <p>The Finance Report was tabled and accepted and Kevin was thanked for his good work.</p>	

	<p>2017 National Ambulance Seminar – USH, missed meal breaks and overruns were high on the discussion list but there did not seem to be any clear way of solving these.</p> <p>Information on 12 hour shift was handed out and Pete will send out to all staff. It was well read. It was also reported that people who do shift work for 20 years and then retire do not experience a long retirement as of a rule.</p> <p>The Fire Brigade Union was invited to meet National Ambulance sector in London. A FAM Ambulance co-responding scheme is being trialled around the country and there is a desire for the Fire service to continue providing co responding scheme. The majority of Fire Fighters go for it as it is extra shifts. The FBU want a 10% pay deal or contracts will not be signed.</p>	
<p>20/17 contd</p>	<p>Scottish Ambulance – they have not evaluated their Paramedics into band 6 yet but they are going to evaluate Technicians and Paramedics at the same time in September.</p> <p>Feedback from National Delegates Conference – Dave tabled a report. There was an emotional speech from the Housing Delegate who said they were always getting abused, spat on etc.</p> <p>Our motion was lost due to another motion.</p> <p>Conference had a real good feel factor after the result of the election.</p> <p>Stephanie reported that there is a separate group at Conference very far left which should not be happening in the Union.</p>	
<p>21/17</p>	<p>ANY OTHER BUSINESS</p> <p>Report by CQC on Bullying & Harassment in the Trust - 250 staff were invited to be interviewed on their concerns over the bullying culture within the Trust and there has been a suggestion there will be investigations for bullying and harassment following the outcomes of the report carried out independently, being released late July</p> <p>Band 4 Role –A new Associated Ambulance Practitioners role has been created by the national employers. A 42 week module and open to ECSWs and Technicians resulting in a recognised qualification in the end</p> <p>IPADS – Gary reported it can be swabbed with a clean air wipe and it will be clean again.</p>	

	<p>Hand Hygiene and Below Elbow Washing – Crawley is 100% and Ashford is 27%. Gary has been given 8 hours to do audits which he thinks will now be every Monday. 71 needle stick injuries reported over the year. Seasonal flu 66.9% although we were a good response Trust. Gary has charts for all these reports.</p>	
<p>21/17 cont</p>	<p>A discussion took place on the need to recruit new reps into roles to allow for succession planning within the branch and the action for all to find suitable staff who would be interested in progressing into union world.</p> <p>STP's – there is going to be a Surrey lobby on 14 July at Surrey County Council. There are also other lobbies going on in Kent and Sussex. There are the listening projects in Kent taking place and if possible get members to attend.</p> <p>Clive was thanked for his recruitment of new members.</p> <p>Toil Issue – the RCN has taken the lead and it has been sent for legal advice. SECAMB don't recognise this 60 hours and if you work a Bank Holiday you cannot claim the hours back but waiting on RCN legal outcome. Keep log on working hours in case it can be claimed back.</p> <p>No. of People attending next year's Conferences - 2 to attend National Conference and 3 to attend Health Conference.</p>	
<p>22/17</p>	<p>DATES OF NEXT MEETING</p> <p>Wednesday 6 September 2017 at East Grinstead Wednesday 7 December 2017 at East Grinstead All commence at 10.00 am but coffee/tea available at 9.30 am</p> <p>There being no further business the meeting closed at 3.05 pm</p>	