



**BRANCH EXECUTIVE COMMITTEE MEETING
HELD ON WEDNESDAY, 10 OCTOBER 2018 AT
EAST GRINSTEAD TOWN HALL**

Present: Ben Eastwood, Tony Faraway, Clive Goddard (Branch Chair),
Pip Griffin, Kevin Long (Treasurer), Gary Turley,
Pete Steventon (Branch Secretary), Nigel Sweet,
Ann Sephton (Minute Taker), Dave Wallace

CLIVE GODDARD IN THE CHAIR

Item	AGENDA	ACTION
21/18	INTRODUCTIONS – The Chair welcomed everyone to the meeting and thanked them for attending. No introductions as regular attendees. The Chair asked for an update on Roger Laxton for all those present and everyone sent their best wishes.	
22/18	APOLOGIES: Danni Bruce, Kevin Hedges, Bryan Hopperton, Roger Laxton, Roger New, Amanda Sands, Stella Quentin Steele	
23/17	MINUTES OF MEETING HELD ON 11 JULY 2018 The Minutes were accepted.	
24/18	MATTERS ARISING JPF Business Update – a question was asked about working more than 2 night shifts in a row. The Branch Sec replied that the Trust do not promote working more than 2 nights in a row in but if a station agrees then it can happen. The same would apply to Scheduling. Meal Breaks - this was again taken up at the JPF and the Trust have put in a team to look into it as it is clearly not working. The Trust are aware that staff are not able to take their meal breaks. Branch Sec will keep an eye on this. Overtime Policy – the Branch Sec pointed out that the 5 days is now 36 hours before overtime can be worked after sickness. Staff in 111 are keen to move to Section 2 as they are likely to be better off but as yet the process for this has not been formulated. The Chair also suggested to watch role changes as the Trust will put	PS

	you on to Section 2 automatically and unsocial hours are not paid if off sick.	
24/18 contd	Wearing of Polo Shirts – this is still working its way through policy and it is still suggested that staff will be offered these.	
25/18	<p>OBJECTIVE 1 – RECRUITMENT AND REPRESENTATION</p> <p>Recruitment Figures – reported at meeting.</p> <p>Student Membership – this has been raised with various senior people in UNISON and there appears to be a loophole. Unfortunately, UNISON Direct are saying if you are earning a salary you cannot pay £10 student rate. This needs to be clarified by UNISON HQ and it will be taken to the Ambulance Sector .</p> <p>No. of Cases –</p> <p>Nigel – 6 cases; 2 Employment Tribunals. Good result with member this morning.</p> <p>Pete – 5 outstanding Stage 3 sickness; 4 suspension; resignation and compromise agreement; 3 grievances; 2 bullying & harassment.</p> <p>Kevin – Stage 3 sickness absence.</p> <p>Dave - 3 fact finding meetings; Stage 3 sickness; 2 grievances successful.</p> <p>Pip – 1 Stage 2 sickness ; grievances; (over 45 - medical assessments grievances about having to pay) The Branch Sec reported that after 1997 there were no more C1 licences issued without an appropriate test. Staff who need this have to have a medical every 5 years or if they are 45 and above they need a medical to keep their C1 in place. This is now on the Trust Risk Register as it is also discriminatory. C1 is a DVLA and the Trust requirement. Therefore members have to pay for a medical. It is similar to Paramedics having to pay for their registration. It is thanks to a member of UNISON bringing this to our attention that this is on the Risk Register.</p> <p>Tony – 2 Stage 3 sickness; 2 pay issues.</p> <p>Gary – none</p> <p>Ben – 2 fact finding; 1 Grievance (legally the union has no statutory right to attend but best practice is that unions work in partnership with the Trust and therefore attend at an early stage. Union cannot answer for them.</p> <p>Clive – 2 grievances; 2 sickness meetings.</p> <p>JPF Report Back</p> <ul style="list-style-type: none"> - Meal Break this is being revisited. - Overtime Payments & Incentives – it was reported we need something off-the-shelf to get people on incentives and Trust given an 11th hour request to do this. 	PS

<p>25/18 Cont</p>	<p>NHS Pay Proposal - clarification was sought if one is moved into a new role they are then moved on to Section 2. The response was yes. Richard Crouch is looking at all the work force over the Trust with regard to offering reward and recognition.</p> <p>Average earnings Bear / Scotland case. The Trust have not put in place a system as yet to pay staff an average earnings whilst taking annual leave and shift over runs due to awaiting the national employers position to appeal the court judgement. The Courts ruled it is on statutory element and not voluntary and that the Employers have ability to appeal but there is a time frame. UNISON won the Appeal and it is on everything. There is still another Appeal on-going. This means it should be back-dated to April 2015/16.</p> <p>Toil – if not used within 3 months you will be paid for it. People on benefits this causes problems and they should be asked whether they want toil or paid or not. We believe It should not be based on annual leave hours and this needs to be sorted out.</p> <p>Thanet PP Project – taking calls from 7.00 am until 2.00 pm and it is working well and staff like it.</p> <p>Triage Clinical Support in EOC - there is a new tool and required a week's training to use it. This will be on call taking and it has been used by other Trusts around the country. It does allow people to use their Clinical knowledge and staff do EOC hours throughout their training.</p>	
<p>26/18</p>	<p>OBJECT 2 – NEGOTIATION, BARGAINING & PROMOTION OF EQUALITY</p> <p>111 Update</p> <p>It was reported that from April 2019 there is to be a new contract for a year in 111. Also between EOC and 111 there is to be more integration. £2m budget to update the Call Centre. Green light for recruitment, recruitment, recruitment by April 2019. We have to be able to take on extra workload. We are cancelling being affiliated to Care UK. Negotiations are now on-going to work in partnership in relation to working together. There is hope that the contract will be for 5-7 years from April 2019. All computers will become SECamb equipment. More Clinicians too will be recruited. Under Section 2 all staff will be better off. Discussion on how staff get on to Section 2 needs to be brought up at the JPF. The Deloitte Consultancy Report has been seen.</p> <p>Technician Banding Update – Nigel gave an update. This went through a formal process and has now gone into Band 5. Advanced</p>	

<p>26/18 Cont</p>	<p>Technicians on Band 5 from 2009, there has been discussion with Management and where we can go on standardisation and this went in at spine point 20. This will be backdated to 30 March and will cover all from overtime and overruns. It will mean a good uplift for Technicians. There are 2 stages been agreed by Executive Management Board. Top of banding by April 2020 for Technicians. The Board Meeting will formally ratify this on 25 October. After that it will be straight forward and it will be in the next pay packet. The increment day has been changed to January for Band 6 and for new Technicians from now on it will 1 April. The new role will be called EMT (Emergency Medical Technician). Nigel was thanked for his comprehensive feedback. Technicians are the lead clinicians when working with lower grades and therefore do need a new Job Description.</p>	<p>PS/BH</p>
<p>27/18</p>	<p>OBJECTIVE 3 – CAMPAIGNING & PROMOTING OF EQUALITY.</p> <p>Report from National LGBT Conference - It has really been a massive eye-opener. There were 173 attendees, 11 workshops and was very well organised. There were people from CPD who videoed it and it is available. There was also positive experiences highlighted and this was most helpful and a rallying speech was given and SECamb is very supportive. There is a little card available and all the awkward questions no one wants to ask is on this little form. There is a need for all organisations within the LGBT network to come together. There is a need to work with each Union for there is a lot of good stuff available. There is a need to share each Unions' information and do some joint working. There is a lot of help within equalities which is not being tapped into. There was a workshop on mental health and there is room for more support. Tony is hoping to meet up with other networks and SECamb.</p>	
<p>28/18</p>	<p>OBJECTIVE 4 – DEVELOPING AND EFFICIENT & EFFECTIVE UNION</p> <p>Finance Report – Kevin gave a verbal report and detailed the financial status of the Branch. He reported we are on target for meeting our commitments.</p> <p>Attendance at Health Conference 8-10 April 2019 – Pip, Pete, Nigel and Tony.</p> <p>Attendance at National Conference – 16- 18 June 2019 - Dave and either Amanda or Stella.</p> <p>Strategy Weekend – there looks like being a recruitment campaign in November called Growember. It has been shown that a small percentage like 1% can bring in more members. UNISON is also pushing for a Labour vote by members where possible.</p>	

	<p>Dates for Annual General Meeting - Monday, 25 February 2019.</p> <p>Dates for Branch Meetings at East Grinstead Town Hall.</p> <p>Wednesday, 1 May 2019 Wednesday, 10 July 2019 Wednesday, 9 October 2019 Wednesday, 11 December 2019</p>	
29/18	<p>ANY OTHER BUSINESS</p> <p>Website Update – it was reported that this needs some new information put on it to keep it fresh. It was pointed out that Facebook and Twitter are being widely used to disseminate information.</p> <p>Flu Jabs - Gary reported that for every flu jab taken up by the staff one would also be sent to 3rd World countries.</p> <p>Fiat Vehicles – Sharps box is in the cupboard at Make Readies. It was also noted that clutches are going on these vehicles very quickly. Also that the life pack is at the head of passengers and leads are trailing. Not very Health & Safety conscious.</p>	
30/18	<p>Date of Next Meeting</p> <p>Wednesday, 12 December at East Grinstead Town hall commencing at 10.00 am. Coffee available at 9.30 am</p> <p>The meeting closed at 2.55 pm</p>	