



**BRANCH EXECUTIVE COMMITTEE MEETING  
HELD ON WEDNESDAY, 11 APRIL 2018 AT  
EAST GRINSTEAD TOWN HALL**

Present: Ben Eastwood, Bryan Hopperton, Clive Goddard (Branch Chair), Pip Griffin, Kevin Long (Treasurer), Roger Laxton, Gary Turley, Pete Steventon (Branch Secretary), Nigel Sweet, Ann Sephton (Minute Taker)

**CLIVE GODDARD IN THE CHAIR**

<b>Item</b>	<b>AGENDA</b>	<b>ACTION</b>
1/18	<b>INTRODUCTIONS</b> – The Chair welcomed everyone to the meeting and thanked them for attending. Introductions were made.	
02/18	<b>APOLOGIES</b> – Mick Beadle, Simon Bolton (Strategic Officer), Danni Bruce, Tony Faraway, Mike Gardner, Kevin Hedges, Kunal Patel, Stella Quentin-Steele, Tim Roots, Dave Wallace	
03/17	<b>MINUTES OF MEETING HELD ON 6 DECEMBER 2017</b> Kevin asked if the Quiet Room at Crawley was being used and Pete or Nigel were going to find out. The Minutes were agreed.	<b>PS/NS</b>
04/18	<b>MATTERS ARISING</b> <b>DOCAS</b> after negotiation we got it down to 0.5% with UNISON team working had on this to get it down. <b>Item 26/17 – Meal Break</b> – it was resolved on Tuesday, 10 April. The final draft will be available shortly. Ambulances are definitely not being despatched if outside the window. Despatchers can despatch to C1 at their discretion via radio.	
05/18	<b>OBJECTIVE 1 – RECRUITMENT &amp; REPRESENTATION</b>  <b>Recruitment Figures</b> – tabled at the meeting  <b>Rotational Paramedic Practitioners</b> – Band 7 under Job Evaluation. There is an 18-month trial at Crawley/Horsham area starting in May. There were discussions around this subject and how it had worked before and how it is now envisaged to work differently. There is also to be more integration between Doctors' Surgeries and 111. It was also reported that Careline are now requesting Ambulances whereas before they had people attending	

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5/18 contd	<p>a call. Now if they receive no response they call an Ambulance and it is often someone who has just been lying on their button.</p> <p><b>No. of Cases Being Represented:</b>  <b>Clive</b> - 1 /2 advice going on and sickness cases  <b>Bryan</b> – 5 various  <b>Pete</b> – 1 Compromise Agreement, 2 suspensions and a gross misconduct, More grievances rather than disciplinaries. Appealing a Grievance on sickness in Kent. A new Policy is to be used for Industrial Injury.  UNISON obtained advice on Industrial Injury to make it clear what this is. We are getting the definition put into a Policy. We are picking up quite a few ad hoc members.  <b>Kevin</b> – no case work. Perhaps for Industrial Injury we should, as a Branch, be referring this to the HSE if the Trust is not conforming.  <b>Nigel</b> – 6/8 cases. Unsocial Hours there was a meeting last week. The Trust want a Policy on this and to start from 1 April to tie up with rotas. There is a process to have this evaluated. There is a new rota design and this is to fit in with Unsocial Hours. This may change with the new pay deal which is imminent. The Branch Secretary read out what is known regarding this policy. 28 days consecutive you will get 25%. This is now live in SECamb. Communication should come out soon.</p> <p><b>Recruitment Inductions</b> – There is difficulty at corporate inductions to recruit due to the layout and limited time available to meet new starters as the union time slot is at the end of the induction and staff don't really hang on and leave the area.</p> <p><b>Technicians Job Description</b> – Pete/Nigel met with Joe Garcia. There is no current SECamb Technician Job Description. Peter has written a new Technician Job description for this role. We have consulted other Trusts Technician Job Description is in line with this. At present there are Technicians and Advanced Technicians all doing the same job but receive different pay. If it comes out at Band 5 then we will meet with the Trust to discuss the working around this to ensure fairness for all concerned.</p>	
08/18	<p><b>OBJECTIVE 4 – DEVELOPING AN EFFICIENT &amp; EFFECTIVE UNION</b></p> <p><b>Finance</b> – this item was brought forward to accommodate Kevin. He apologised there was no written report but he gave an overview</p>	

	<p>of the current financial situation in the Branch. He commented that from now on we will consider what Charity events the Branch sponsor. Also Training Courses they must benefit the Branch before they will be agreed. The Expenses Claim Form needs to be updated under the restrictions from the HMRC. Ann to correct this. It was agreed that diaries would be sent out again this year.</p>	<b>AS</b>
<b>5/18 Cont</b>	<p>We have come back to the Agenda.</p> <p><b>JPF Business Update</b>  <b>Beare-Scotland Case</b> – this was around average earnings whilst taking annual leave, SCAS has paid it and the Appeal was over all overtime. The Trust is giving this consideration.  HMRC ruling on blue-light company cars which removes the benefit in kind tax exemption that was changed in April 2017 and it means now Managers have to pay an increase in tax a year. The Trust is accepting that they will take the cost of this tax for this year and have communicated on this. 2018 tax onwards the Trust is hoping that HMRC will see sense and not implement this tax, this approach is supported by AACE. There are Trusts seeking legal views on this.</p> <p>Meal Break; Job Description Policy; Unsocial Hours; Bullying &amp; Harassment are all on-going policies and some have been passed. Bullying &amp; Harassment Policy going out to consultation and due back on 13 April.</p> <p>Acting-Up Secondment Policy is in draft. If in doubt look at A4C document for advice in the meantime.</p>	
<b>06/18</b>	<p><b>OBJECTIVE 2 – NEGOTIATION, BARGAINING &amp; PROMOTION OF EQUALITY</b></p> <p><b>111 Update</b> – Report tabled by our Branch Equality Officer Stella Quentin-Steele.</p> <p>Another 17-20 Call Takers have been recruited into 111 and we hope we can retain these. There is a problem with new recruits not being paid properly and this will be brought up at next EOC meeting by Nigel. Clive to find out who is not getting this sorted out.</p> <p>111 are always recruiting Clinicians and part-time Nurses. They will need to go back to taking on Agency staff.</p>	<b>NS/CG</b>
<b>07/18</b>	<p><b>OBJECTIVE 3 – CAMPAIGNING &amp; PROMOTING UNISON</b></p> <p><b>NHS PAY PROPOSAL Discussion</b> - Nigel reported using every tool available to get the message out to staff. UNISON as a Branch has not given a view. We are maximising the way the information is going out and the ballot will come out soon.</p>	

	<b>AGENDA</b>	<b>ACTION</b>
<b>07/18 Cont</b>	<p>Alan Lofthouse, National Officer, has given further information. What most people really want to know is what it means to them. There is a website and if members put in their pay band, they will see what it means for next 3 years. It does not take into account increments. People on lower bands are better off than higher bands. All present staff will be given the chance to stay with Annexe E and it will include unsocial hours. People can switch and go on to Section 2 system which would benefit Band 2/3. It will take 3 years to go to the top of the Band. What is the position if there is a NO vote to this? It is the difference between the last 7 years and it is slightly better than we have at present or going back to the Pay Review body. The members need to decide what is best for them.</p>	
<b>09/18</b>	<p><b>ANY OTHER BUSINESS</b></p> <p><b>Labour Link AGM</b> – a discussion took place about recruitment due to changes in the legislation and the payment of the Campaigning Fund as this element must be taken by Direct Debit. After 14 March the subscription is taken but unless members sign up to paying the 5% by Direct Debit then it will not be taken. It was felt the local campaigning will dwindle as people will no longer pay this extra 5%.</p> <p>All old UNISON recruitment forms must be destroyed and only the new ones used.</p> <p>Gary reported on the Meal Break Policy and the carrying of food on vehicles. The Infection Control Group will not put anything out unless instruction is given by the JPF. UNISON is suggesting a common sense view and it is up to each individual member.</p> <p>Gary also reported there is an outbreak of Measles in Kent .</p>	
<b>10/18</b>	<p><b>DATE OF NEXT MEETINGS</b></p> <p><b>Wednesday, 11 July</b>  <b>Wednesday, 10 October</b>  <b>Wednesday, 12 December</b></p> <p><b>All at East Grinstead Town Hall commencing at 9.30 am for 10.00 am.</b></p>	