



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

Present: Mick Beadle, Ben Eastwood, Tony Faraway, Bryan Hopperton, Clive Goddard (Branch Chair), Pip Griffin, Kevin Hedges, Kevin Long (Treasurer), Stella Quentin-Steele, Gary Turley, Pete Steventon (Branch Secretary), Nigel Sweet, Ann Sephton (Minute Taker), Dave Wallace

Regional Staff: Danni Bruce and Chris Watts

**CLIVE GODDARD IN THE CHAIR**

<b>Item</b>	<b>AGENDA</b>	<b>ACTION</b>
11/18	<b>INTRODUCTIONS</b> – The Chair welcomed everyone to the meeting and thanked them for attending. Introductions were made.	
12/18	<b>APOLOGIES:</b> Simon Bolton (Strategic Officer), Roger Laxton	
13/17	<b>MINUTES OF MEETING HELD ON 11 APRIL 2018</b> There was an amendment Gary reported that ambulances can be sent out to Cat 1 calls. 05/18 It was reported that UNISON won the Court case, Flowers and others V East of England Ambulance service on average earnings whilst taking annual leave. We are almost there. With this amendment and clarification the Minutes were accepted.	
14/18	<b>MATTERS ARISING</b> <b>Item 03/18</b> Nigel reported that the Quiet Room at Crawley is being well used.	
15/18	<b>OBJECTIVE 1 – RECRUITMENT &amp; REPRESENTATION</b>  <b>Recruitment Figures</b> – tabled at the meeting. There was a discussion around recruitment as it is now more difficult at Inductions as the people are told the Unions are outside but it is their lunch break and they do not stop. No time given for the Union. There was also a discussion around pay and one Union only will be balloting their members all others have accepted.	

Item	AGENDA	ACTION
15/18 contd	<p><b>No. of Cases Being Represented:</b></p> <p><b>Pete – 22 cases but a mixture</b> of investigations, long term sicknesses, probationary, ill-health retirement, HPCs, bullying &amp; harassment and suspensions.</p> <p><b>Dave – 3</b> long term sicknesses, one successful case and the situation at Guildford requiring Union representation.</p> <p><b>Kevin Hedges</b> still discussing his own situation.</p> <p><b>Kevin Long –</b> nothing to report.</p> <p><b>Bryan – 5</b> cases with one Grievance</p> <p><b>Pip – 3</b> cases</p> <p><b>Clive –</b> large amount of sickness interviews and grievances bubbling away.</p> <p>There was a question raised whether HR was involved in progression in 111 and the answer appears to be no. A new HR in 111 is looking into any enquiries and trying to make it right.</p> <p>Probation is going on beyond 6 months and this has been raised 3 times and it is not being resolved.</p> <p>Clive introduced Mick and Ben who are new Stewards and Mick was thanked for becoming a new Steward but due to circumstances he is moving to London Ambulance.</p> <p>The Branch Secretary reported that due to unforeseen personal circumstances in the Case Workers for our Nursing Homes it has become slightly more difficult. Just recently UNISON Direct has been sending through quite a few referrals. Ann was thanked for trying to field the Nursing Home people. Danni offered to go into Nursing Homes and try to recruit Stewards. This was accepted and she was thanked for the suggestion.</p> <p>The Branch Secretary also reported that there has been a few people facing misconduct charges and we have managed to keep their jobs due to mitigating circumstances. Also a long term sick member returning to work. The Admin Staff raised a Grievance and their job was re-evaluated.</p> <p>The Branch Secretary reminded Stewards there is a £10 voucher available for any recruitment they do outside of Inductions.</p> <p>Danni kindly explained the various leaflets available to Stewards.</p>	

## **JPF Business Update**

### **Shift Incentives.**

The Trust has introduced an incentive to all staff including Bank staff.

**Media Policy** – this needs to be made clearer to staff so they understand it. This includes the use of Facebook and Twitter etc.

**Driving Ban** – if you have points they show on your licence and it could prevent you from being employed by the Trust but a driving ban if spent is not shown and questions were raised if it should be.

The Trust have adopted a new approach and do not promote working 2 night shifts in a row but if there is a station decision to do this or more then they can.

There was a question if Scheduling can do 3 nights if on relief?

**This will be taken back to the JPF for clarification.**

**Terms of Reference** for being on the JPF are on the Intranet.

At the JPF there was a question raised whether we have the right Mangers and right people?

**Annual Leave** abstraction figures are being worked on. It should be based on 10 people in an area instead of 20 people. It will be discussed further.

**Violence & Aggression** no progress.

**Reward & Recognition** has to for everyone.

**Appropriate training to be given to Managers employed** and everyone needs to be involved.

**New cycle time** – hospitals have been told to release ambulances more quickly. This will take effect from September 2018.

**Board** – we now have a complete full-time Board.

**Meal Break** - there are still members not receiving meal breaks in a timely fashion and more so if you are working a 8 hour shift, Unions raising to the JPF.

There will be a new dashboard coming on stream and people will be easily seen how many meal breaks one gets per month. It was reported that it is mainly the 8-hour shift people who have trouble getting their meal breaks.

There is a question of retaining staff in Control but it was suggested it was not just there but it was across the whole Trust.

**Insects at Crawley** – people were being bitten and the Trust called in Rentokil who left traps but nothing was found.

**Overtime Policy** – fast track – if you were sick you could not do overtime until you had done 5 days. This has now been reduced to

	<p>36 hours before you can do overtime. It came into Policy by end of June.</p> <p><b>111 UPDATE</b> - the contract ends on March 2019. The three counties are split and the tender has to be in for Surrey and Sussex but these are on hold at the moment. The Kent and Medway bid is going in.</p> <p><b>Rotas</b> – these are being looked into again and suggestions are 7.00 am – 7.00 pm Monday to Friday; 6.00 am – 2.00 pm will come with fixed unsocial hours. Also permanent 24/7 and they will be given 25% unsocial hours. The Trust are also moving away from Bank Staff and offering part-time contracts. The Trust do not like 12 hour shifts and would like 8-10 hour shifts.</p> <p><b>JPPF (for Policies only)</b></p> <p>Mental Capacity Act also passed  Seeking consent passed  Managing Health and Attendance Policy – the new Policy passed. This is a move away from Sickness Policy. It means the sickness letter which was unpopular and had a warning at the bottom will be removed.</p> <p><b>Policy Operation Instructions</b> – the Manager is changing this without it coming through the JPF and will be brought to the attention of the next JPF.</p> <p><b>End of Life Care</b> passed.</p>	
16/18	<p><b>OBJECTIVE 2 - NEGOTIATION, BARGAINING &amp; PROMOTION OF EQUALITY</b></p> <p><b>111 Update</b> – Going through procurement process at present. The Trust is also bidding for IC24. The outside people are coming together into the process and our Clinicians are using the CAD and being trained and speaking to people and stopping the ambulances being sent out. The Manchester triage is being rolled out to all other 111 sections. 111 are hoping to recruit more staff and more Clinicians.</p> <p>Ben raised a question around DBS for staff and the implications of expired / awaiting renewals for members, takes only 7 days to get an emergency DBS. Policy is out for checking and call-takers are not amongst it. DBS get checked every 5 years. Clive to find out what Ben's role in this would be.</p>	CG

	<p><b>STP's Presentation (Sustainability Transformation Partnership) and ICS</b> which is to cover the NHS and LG very huge funding crisis. Chris Watts gave an excellent presentation.</p> <p>She reported there are 7 of these STP's in our area. She reported there will be a reduction in funding of 54% in Local Government and by 2019 there will be no money for Local Government and no money for Social Care. There is an identified 8 billion shortfall and there will be a funding gap by 2020/21. All these plans were written in secret. The STP's and ICS change their names so it is difficult to keep track. People from Local Government/NHS/Community and Voluntary are all sitting around a table and discussion how to save money. This means they are entering into an Alliance Committee. There is a shared agreement how to manage the system. Spending cuts have not gone away. Money being given from the Treasury is just covering the shortfall before. Privatisation is also being considered but not necessarily going to happen. Workplace plans are unclear. UNISON is invited to come meetings and some they are not. Our strategy is to inform, gather information and oppose where detrimental and we are trying to inform the public who are mostly unaware. We will be asking members to tell UNISON where there are cuts happening. Members can inform their Branch who in turn will inform Region. There will be an interactive website tool. Questions can be supplied to members who wish to attend these meetings and ask appropriate questions. Nigel Sweet is our lead in this Branch for these STPs. The Chair thanked Chris for a comprehensive insight to what is happening.</p> <p><b>Technician Banding Update</b> – A discussion took place on the banding of the technician role and progress made.</p>	
<b>17/18</b>	<b>OBJECTIVE 3 - CAMPAIGNING &amp; PROMOTING UNISON</b>	
	<p><b>NHS Pay Proposal discussion</b> – went through very solidly except for one Union who are balloting their members. This will come out in the July pay with the new rate with back pay in August. If someone changes their role or new people joining will go on to Section 2.</p>	
	<p><b>Sponsoring Pride/Attendance</b> – it was proposed that we sponsor Brighton Pride and give them £300 for the 8<sup>th</sup> year in a row. Amanda Sands will be attending as our representative. This was Agreed.</p>	
<b>18/18</b>	<b>OBJECTIVE 4 - DEVELOPING AN EFFICIENT &amp; EFFECTIVE UNION</b>	
	<p><b>Finance Report</b> – this was tabled and Kevin spoke to his Report.</p> <p>He has also received a presentation on Prepaid Cards which he</p>	

	<p>feels might be useful for people attending Conferences.</p> <p>Kent Retired Members had approached the Branch again for a donation and it was agreed.</p> <p>Donation to the memory of Alex's wife also agreed at £50.</p> <p><b>National Conference Feedback</b> - Dave reported that there had been 2 confrontations between the attendees at Conference and the NEC regarding funding in the next two years and the President passed it anyway and then there was a card vote and the motion was defeated. The other one was the Women's Group wanted to end Women only but the Black Members forum did not want this. The Women's Group was defeated. Dave also said there is a huge book of motions and rules but the Conference never gets to half of them.</p>	
19/18	<p><b>ANY OTHER BUSINESS</b></p> <p><b>Flyer</b> suggested by Danni needs an ambulance on it.</p> <p><b>Diversity &amp; Disability Passport to be circulated.</b></p> <p>Gary reported that there has been some confusion around wearing of watches, which most of us do not do.</p> <p>Gary has now been given 24 hours to cover Infection Control per month instead of 8. He has to swab ambulances, 2 cars and 3 mobile response posts per month. Anything over 100 is considered a failure.</p> <p>Polo shirts are being offered to all staff.</p> <p>Meeting closed at 15.10</p>	
20/18	<p><b>DATE OF NEXT MEETINGS</b></p> <p><b>Wednesday, 10 October</b>  <b>Wednesday, 12 December</b>  <b>At East Grinstead Town Hall commencing 9.30 am for 10.00 am</b></p>	