

**BRANCH EXECUTIVE COMMITTEE MEETING
HELD ON WEDNESDAY, 6 JULY 2016
AT THE EPSOM WORKING MAN'S CLUB**

Present: Stephanie Cesana, (Strategic Officer), Greg David, Kevin Hedges, Bryan Hopperton, Jon Griffiths, Clive Goddard, Roger Laxton, Kevin Long (Treasurer), Pete Steventon (Branch Secretary), Nigel Sweet, Dave Wallace (Branch Chair), Jenny Young, Ann Sephton (Minute Taker)

DAVE WALLACE IN THE CHAIR

Item	Agenda	Action
1/16	Welcome - The Chair welcomed everyone present and after introductions the meeting commenced. A minute silence was held in the memory of our dear colleague Helen Wallbank.	
2/16	Apologies – James Apps, Eamonn Bell, Danni Bruce, Graham Furlonger2, Phillippa Griffin, Steve Hearson, Neil Martin, Roger New, Amanda Sands.	
3/16	Minutes of the Meeting held on 23 May 2016 – change spelling of loan to lone on page 2. Page 3 – Under JPF reporting, the vehicles which are too tall to go to the new Gatwick MRC are HART vehicles and not link vehicles. Page 5 – there are only 75 parking spaces and not 175 After these changes the minutes were agreed.	
4/16	Matters Arising - Unsocial Hours – nothing came back waiting on response, the paper is coming from the Joint Management and is at the Executive for approval but the money to do this is expensive. Minute 45/15 – Trust Wide Rotas – we should be offering part-time contracts again especially in Kent. Flexible working is showing better results when this is available. There is legislation if people ask for flexible working and the employer has to give an explanation as to why it is not being given. It is in the Working Practice Policy for SECamb. Branch Secretary asked to go for custom and practice as other Trusts do this on relief weeks. Minute 4/16 Update of Website – Twitter feed to be inserted. Diary to be inserted and updated every Monday by Ann with input from Stewards. Authorisation to update website co-ordinator is by Pete, Nigel and Ann.	

Item	Agenda	Action
	<p>Minute 5/16 Gatwick Make Ready – there is only one computer for 200 staff but it is being sorted out but a straw poll was not able to be done. The straw poll was to find out what points needed to be raised with Management and to get names so that we can consider a Grievance. Jenny to try to sort this out.</p> <p>Minute 5/16 – SCAS 111 Evaluation Scores – Pete contacted Gavin Bashford, he will send them through but he sent through the JE scores which were the wrong information requested. He will rectify this and Pete will report at next meeting.</p>	<p>JY</p> <p>PS</p>
<p>5/16</p>	<p>OBJECTIVE 1 – RECRUITMENT AND REPRESENTATION</p> <p>- Recruitment Figures – There was a suggestion of an incentive for Paramedics and those present were asked what they thought? There was a discussion around the level of income reflecting the cost of subs. Another suggestion was to produce a leaflet showing 10 good reasons why UNISON is better to go out at Inductions. The outcome was it would require a rule change to change the cost of subscriptions and the cost was reflected in the income. It was AGREED that Greg would design a leaflet like a comparison site.</p> <p>No. of cases being represented – Nigel = 1 Kevin Hedges = 1 Kevin Long – nil Greg = 1 Jenny = 8 (2 financial, 2 sick, 2 stress and 2 others) Neil = 1 Bryan = 3 Clive = nil Pete = 14 (gross misconducts, Stage 3 sickness, 2 redundancies, 3 ill health retirements, 4 mobility clause issues) Roger = 5 (4 from Priority Nursing Home and 1 safe-guarding) Dave = 1</p> <p>JPF Business Update - there had not been a JPF since the last meeting but the next one is week beginning 11 July.</p> <p>PTS Meal Breaks Policy - there is an absence of a meal break policy in PTS. Greg reported on this and explained the situation. £5 is paid if away from base from 10.00 – 14.00 and up to £5 outside that window. On the claim form it states subsistence of £5. There is no guidance for PTS staff and £5 appears only to cover A&E staff. There is also a problem in the Make Ready areas around this. It was reported that A&E staff are sent to nearest base and not allowed to book a service journey as fridges should be on every vehicle to enable staff to carry food. If there is no policy in place then Health & Safety Act comes into it. It was suggested that guidance needs to be obtained from H&E Executive. The A4C should be used to make up a Policy but Management needs to come back with a Policy. A Grievance could be raised.</p>	<p>GD</p> <p>PS</p> <p>ALL</p>

Item	Agenda	Action
	<p>Nursing Home Members Review - Pete reported we had a review of the costs involved. Kevin produced a paper which was tabled. He reported that a % of our subs are coming from the Nursing Homes. He budgets £1000 per month on costs but since January we have been exceeding this figure. It is coming down slightly but it is still over budget. He also produced a telephone reference check form which has been passed to the Case Workers. Stephanie suggested we should also have a Rep in Nursing Homes with over 20 members. She also reported there is HQ help for Care UK as it is a prime target company. Pete reported that it is the ACAS guidelines which are used for the Nursing Home Sector rather than A4C. Kevin reported there is a slight profit with the Nursing Homes and it was AGREED it was worthwhile. Self-employed reps can also use the opportunity to attend a Case Work Surgery where a Rep can take along a member for further advice. Stephanie also suggested that she and Mick Moriarty can give telephone advice. Danni would arrange to go into companies with more than 20 members to recruit a representative.</p>	DB
6/16	<p>OBJECTIVE 2 – NEGOTIATION, BARGAINING & PROMOTION OF EQUALITY</p> <p>Welfare Reps Update – nothing to report since last meeting.</p> <p>PTS TUPE to Private Providers Update – Pete explained what happened with 3 companies gaining this contract. One of the companies VM Langfords defaulted and their part of the contract has now been split between Medi4 who will deal with the high dependency work. The rest to Docklands Services, which went bankrupt 3 months ago but Coperforma (one of the original companies) is guaranteeing paying salaries and pensions. The question raised was whether someone was being tuped again but in law this does not apply because the Contract has been broken up. Unison has it in writing that A4C has been accepted by two of the companies. Nigel gave an update on privatisation and we need to keep a fairly strong presence as there will certainly be more money needed to go to the Private Companies to be able to cope and we should be watching the situation.</p> <p>Pete reported Unison has no Recognition Agreement with Thames as they have recognised GMB. Unison regional staff had arranged 2 recruitment events in Langfords but due to the company going into liquidation these meetings will need to be resurrected with the new company.</p>	

	<p>111 Update - some concerns over movement of staff. There is a lot of training going on. 19/20 ambulances were sent out every day and a high proportion is through 111. It was reported there is a lack of time at Inductions or Training to recruit and it is difficult to get time to speak to the staff to join a union.</p> <p>Band 7/6 Restructure Update – Band 7 Clinical were put on ‘risk of redundancy’ and would have to apply for a role. There was a 21 signature Grievance raised. This resulted in 3 work streams set up to look at pay, bronze and shifts. The Coms were writing the Job Description for this to be put forward. The Director of Ops asked for this to be paused and the Trust has gone back to basics. They are looking at how other Trusts operate and SCAS gave a presentation and LAS are coming to do one. Band 7 affected staff are upset. In the Bronze meeting it was shown that Band 7 did more work and actually why they should be a Band 8.</p> <p>There was a National Update on Band 6 for Paramedics. Every Ambulance Trust had to send its Job Evaluation to the Forum, which showed that Paramedics should be Band 6. This has now gone to the National Staff Council and will be considered and will be reported back on in September. SECamb has no money to pay Band 6 and they will want to know where the cash will come from. A question was raised as to how low our response time has to be before it becomes a problem to our patients? There is a problem with retention and recruitment of Paramedics and it would take £3m to £4m to transfer Band 5 into Band 6 under A4C.</p> <p>Unison national were written to by the Single Responders Group asking for their opinion to have blue lights and sirens on CFR cars. UNISON raised this at the Health Conference as the Fire Responders have this facility. Alan Lofthouse is waiting on further information from Branches and whether CFR responder cars can justify blue lights. There is no one policy for Community First Responders. There was a vote raised that Community First Responders should have blue lights and this was unanimously turned down by the branch</p> <p>Retired Members Representation - is there a list of retired members and the answer is yes but no we do not correspond with them. SECamb thought it would be between 200-300 staff who would have attended the Brighton Bombing in 1984. Just recently Asbestos has been detected and there is now a Personal Injury claim which can be put in. Branch to contact our Retired Members and ask if they attended and to go to the Doctor if they are suffering breathing problems. The Retired Members affected can contact SECamb and they will give them a letter to take to their Doctor and the NHS will pay their compensation</p>	RL
7/16	<p>OBJECTIVE 3 – CAMPAIGNING & PROMOTING UNISON</p> <p>Recruit a Friend – Ann reported there had been a good uptake on this campaign. Pete explained again that Stewards can earn £10 if they introduce a new member. They have to send the form to Ann with their name on it and they will then receive a voucher. This campaign to</p>	

	<p>go out again in the next Newsletter.</p> <p>Report from National Conference - Bryan and Jenny tabled a report and they were thanked. Nigel reported it was good to attend the Conference as it expands one's knowledge of UNISON and attending fringe meetings is good.</p>	BH
8/16	<p>OBJECTIVE 4 – DEVELOPING AN EFFICIENT & EFFECTIVE UNION</p> <p>Finance Report – Kevin reported that the Branch is going along nicely and that the Nat West saga should be sorted shortly. This was about trying to close down the Branch Account with them as we had been told to open a new one with Unity Trust which is the UNISON Bank. This has been an on-going saga for a long time. Kevin reported if there are any courses which are a benefit to the Branch then would Reps please speak to a Senior Branch Rep for authority to attend. Kevin also reported that there had been a change to Branch funding as our membership has changed and adjustments were being made throughout the year. The Branch Chair thanked Kevin and Roger New for their work and input.</p>	
9/16	<p>ANY OTHER BUSINESS</p> <p>HQ to Crawley – feedback from the Trust; Management said that they are offering 1:1. The Trust have stated there will be no redundancies, however, UNISON is challenging this via legal services. However, fringe allowances would be lost. The Trust would be paying excess mileage. UNISON would help members who are moving as there are a great deal not willing to move. There was a suggestion to send out forms asking staff to give their concerns and then UNISON would look at them and offer help. Admin to send out individual emails to Coxheath staff.</p> <p>Sussex Health Practices need to share potential information with Ambulance crews on mental health patients. It really needs to be shared by all Health Professionals e.g. fire, police, ambulances but at present does not get shared due to patient confidentiality and Human Rights. This lack of information puts Crews at risk of safety. At present only an address is reported and not the people and this is only for six months. Ambulance Crews are not informed of dangerous patients. Pete to raise at next JPF to try and get authorisation to change this sharing of information.</p> <p>PTS in Surrey – Greg asked where will they be based? There are lots of Regis properties available if SCAS wins the contract.</p> <p>IRW1 Reports – Jenny asked if staff could be reminded if meal breaks are not received, then complete IRW1 report to get a log done. We need to communicate this through the Branch (next Newsletter).</p>	<p>BH/PS</p> <p>AS</p> <p>BH</p>
	<p>Jenny also requested the resurrection of the telephone conference to be held on Wednesday mornings only for a strict half hour between 9.00 – 9.30 am. To be done fortnightly. Nigel reported that Trust Board Meetings can be listened to as audio is available. Pete to try and obtain a conference call number.</p>	PS

	<p>Clarification is required on where Trust is going as they are designing policies but they are not informing the TUs. It has been taken to the Foundation Council as they are not including TUs.</p> <p>The Policies on the Trust website are dated from January this year. those present to make sure they are fit for purpose legally and that the TUs are aware. They are due to be updated soon on the SECAMB Staff website. There should be a note added asking staff to look at the policies and give their comments. The Foundation Council will be meeting on 21 July and it is felt that the TUs should be represented. The Trust is looking to have Staff Councils and this undermines TUs.</p> <p>Benevolent Fund – Bryan reported there will be a new site to emphasise that it is run by the members for the members. He distributed leaflets which can be given out.</p> <p>Diaries - 2000 diaries to be ordered. This was agreed by all except for one dissenter.</p>	AS
10/16	<p>DATES OF NEXT MEETING</p> <p>Wednesday, 5 October Wednesday, 7 December All commencing at 10.00 am but coffee/tea available from 9.30 am</p> <p>The Chair thanked Kevin Hedges for supplying a lovely lunch and for all attending the meeting. It finished at 15.00</p>	