



## BRANCH EXECUTIVE COMMITTEE MEETING HELD ON WEDNESDAY, 7 DECEMBER 2016 AT THE EPSOM WORKING MAN'S CLUB

Present: Stephanie Cesana, (Strategic Officer), Greg David, Kevin Hedges, Bryan Hopperton, Clive Goddard, Pip Griffin, 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
42/16	<b>Introductions</b> – The Chair welcomed everyone present to the Branch Executive Meeting. Introductions were made.	
43/16	<b>Apologies</b> – James Apps, Steve Hearson, Neil Martin, Roger New and Amanda Sands	
44/16	<b>Minutes of Meeting held on 5 October 2016 –</b> <b>Minute 9/16 – HQ to Crawley</b> Banstead should have been included in Legal Surgeries. <b>Minute 36/16 – 111 Update</b> it is 20% of whole business and not 60% that is moving to Prime Care. With these amendments the Minutes were passed.	
45/16	<b>Matters Arising –</b> <b>Minute 49/15 – Over Runs</b> – this is being addressed currently and some restrictions being made to reduce over runs but it is work in progress. <b>Minute 5/16 – Meal Breaks</b> - It was reported that the meal break was not fit for purposes and will continue as at present until the contract moves on 1 April to SCAS. It was a good result for the unions. <b>Minute 9/16 – Legal Surgeries</b> We would like to hold them in Banstead, Coxheath and Lewes awaiting dates. EOC relocation move will be reported on in the Chief Executive's weekly newsletter. The Lewes extension has	<b>PS</b>

	<p>been agreed until the end of May. Control Centres will move in April but Coxheath will stay as back up. There is no indication of redundancies and the Trust are having 1:1's to discuss the position of people moving long distances.</p> <p>Communication to all members involved to inform them that they can attend a legal surgery. Can Pete pin down as to who is moving?</p> <p>The CCG's are funding £40m less than before to the Trust for next year.</p>	<p><b>PS</b></p>
<p><b>45/16</b></p>	<p><b>OBJECTIVE 1 – RECRUITMENT &amp; REPRESENTATION</b></p> <p><b>Recruitment Figures</b> - were tabled.</p> <p><b>No. of cases being represented:</b>  <b>Pip</b> - 1 pending  <b>Nigel</b> - 3 on the go with one gross misconduct where he retained his job.  <b>Jenny</b> - 6 cases (mental health and cancer)  <b>Greg</b> – 2 (1 sickness back to work)  <b>Bryan</b> – 5 active  <b>Kevin</b> - 0  <b>Clive</b> - 0  <b>Roger</b> – 4  <b>Kevin H</b> - 0  <b>Pete</b> - 3 Grievances, 5 Stage 3, 5 Probationary meetings, 1 Appeal against dismissal, 1 gross misconduct and 1 suspension  <b>Dave</b> - 1 suspension</p> <p><b>Senior Reps Representation outcomes/feedback</b>  We are picking up lots of appeals; 3 cases people were dismissed, one withdrew, 2 complex cases. Mental Health and heart issues. Young man who seemed to be very nasty and ended up with 6 month verbal warning instead of written warning. Paramedic awarded T1 ill-health retirement.</p> <p>Nurses on Gross Misconduct reported to NMC and both cases no case to answer. Employers backed down and gave a written warning instead.</p> <p><b>Recruitment Inductions</b> – Danni Bruce was thanked for her hardwork and contribution on behalf of the members. We have had some good recruitment sessions. It would be better if we could have a slot to speak.</p> <p>What is happening to recruitment in Nursing Homes with 10 or more members? Strategic Officer said she would</p>	<p><b>SC</b></p>

try and find out.

The Chair thanked everyone involved in recruitment.

**JPF Business Update** – Wray Park was discussed and its use. CAD system being replaced before July 2017. Mobile device policy we have fallen out with the Trust and cannot agree to chargers in work. People at present are expected to take them home and charge them. People will be disciplined if they have 2 accounts of it not being charged. There was a question as to what is happening with these under Data Protection? It was reported there is a lot of protection build in. We cannot agree to the wording on the policy that it is the peoples' responsibility to keep them charged. Infection Control asked about covers as some are not water safe. Also whose insurance covers device while at home?

Social Media Policy has been ratified but communication has not gone out. 5 Policies ratified and nothing has gone out and we are getting near putting in a Grievance.

We met with joint unions and formulated agenda items and unions are bringing up flagged addresses that are not suitable for single responders. Why is the Trust sending out single responders where it is potentially dangerous. The Trust could be breaching Health & Safety Management Regulations. Lone Workers Policy is being rewritten.

PP under Health & Safety should be monitored. How many SRV work is being done and scheduling should be monitoring.

There is no substantive Chair and Board will be changing and we should be back to basics.

### **Trust's Management Restructure and Consultation Update**

Band 7 restructure and Band 6 Paramedics – Trust have agreed the restructuring and the reduction of Coms and also Team Leaders. Trust is having 1:1 over the next month. There will be no slotting in if too many people for the job. Operation Head will not have any genuine running of the day-to-day running. There is a 21 signature Grievance and UNISON are supporting but they are deciding when to put it in.

Restructuring – CCP finance and the model we are going

to follow in the future begs the question why are we not negotiating?

Make Ready Managers are to be 3 full-time and the rest are all going to be Regional Managers and they will need to apply for Band 7 role and there will be a lot of competition.

### **STP - NHS Sustainability Transform Plan Update**

Nigel would be attending a meeting for the UNISON briefing and he will report back. Having to deal with 4 STP's in our area and the Trust has mentioned this as no other Trusts have this. The Board meeting reported basically the A&E contract has been done early but this year it is now too early. There is a £40m funding gap which cannot be bridged and we cannot sign and the Board agreed to arbitration on this.

### **Paramedic Band 6**

The Trust communication just recently agreed the profile and all we have to do is match our current profile with the new Band 6. Trust not looking at this at the moment as the Government are considering funding and they are still waiting. There is already a date of 31 December which will be back-dated to this date if it has to continue. This will be raised at the JPF again. Funding has to be guaranteed before the Trust will look at this. £4m to put Paramedics from Band 5 to Band 6. There is to be a two-year Preceptorship for new Paramedics. Technicians who have done the Paramedic course will they have to go through the Preceptorship as they are already qualified and we have grandfather rights? There was a question on what is happening with Technicians, ECSW's and CCPs on their banding? The UNISON National Officer reported that yes once there is a deal with the Paramedics they will then look at other pay bands. The CCP's, PPs have also been asking what about them and this is being considered by the Trust.

### **Surrey PTS Tupe to SCAS**

Pete met the Transformation Team and it was a good meeting. We have given them the names of our Representatives. SCAS will hold a Group Consultation meeting and they are offering 1:1 but most will just go to the Consultation meetings. Dates have been set up. Pete to find out the final implication of the move.

Item	Agenda	Action
46/16	<p data-bbox="355 230 1086 300"><b>OBJECTIVE 2 – NEGOTIATION, BARGAINING &amp; PROMOTION OF EQUALITY</b></p> <p data-bbox="355 338 1161 925"><b>Welfare Reps Update</b> - there has been an increase in stress and mental health problems. Morale is at rock bottom and it is having an impact on staff. Health and Wellbeing meetings - staff not receiving enough time to attend these due to shift work. There are no Trim Practitioners except in one area which was supposed to be rolled-out over all areas. There is a Mental Health Nurse out 3 days at weekends to deal with patients but nothing for staff. Out of the 32 patients seen by Nurse – 28 were dealt with in the community and only 3 went to hospital. Jenny is worried how stress is affecting staff and people are breaking down with mental health. They will talk to their colleagues but not to their Managers as there is a stigma still over mental health. Care First and Chaplains are good at dealing with staff but needs to be promoted.</p> <p data-bbox="355 1003 1171 1294">Stress Briefing which Nigel attended given by very good Lawyers and giving information on looking for compensation which is very difficult to get. Stress claims are hard to prove and now there is a stress list with ticks and if there are not enough ticks then UNISON will not take the case. People have to prove the Employer was negligent. The Chair was congratulated on the good job she is doing.</p> <p data-bbox="355 1332 533 1368"><b>111 Update</b></p> <p data-bbox="355 1406 1187 1917">The Trust’s contract comes to an end in October 2017. They are trying to get some Clinicians in. 48% turnover of staff in a year. If the Trust lose this contract then there will be a huge increase in the use of ambulance calls. A question raised was is it possible to get statistics to see if there is a difference so that the Trust can consider a tender? Care UK own the computers, the telephony and the Trust just loan it. We have statistics for the use of ambulances and this has been given to the Trust. There is a suggestion that we may need another 12 ambulances and crews if the 111 contract is lost. As from January there will an increase in ambulance use in Kent when part of the contract goes to a Private Contractor. The Chair thanked Bryan and Clive for their input.</p>	

	<p><b>Update of Make Ready Sites</b></p> <p>The new Make Ready Sites are paused waiting on the new Chief Executive. Single HQ was covered earlier in the meeting. There are still 200 staff who have to consider whether they want to go to the new HQ.</p>	
47/16	<p><b>OBJECTIVE 3 – CAMPAIGNING &amp; PROMOTING UNISON</b></p> <p><b>Recruit a Friend</b></p> <p>The Branch is currently offering a £10 voucher for any new member recruited other than at Inductions.</p>	
48/16	<p><b>OBJECTIVE 4 – DEVELOPING AN EFFICIENT &amp; EFFECTIVE UNION</b></p> <p><b>Finance</b></p> <p>Kevin tabled the Finance Report which shows we are quite fluid. We have been supporting members at HPC's and we have received one book incentive claim. Promotional items have increased but the spend is only twice per year. We are keeping within our budget. Central funding should be coming in within the next few days. Mobile phone account has now been sorted. Natwest account has now finally been transferred to Unity Trust Bank.</p> <p>Kevin reported he is willing to continue as Branch Treasurer subject to re-election at AGM but he would like to find a successor within the next 2 years.</p> <p>The Branch Chair thanked Kevin very much for his work.</p> <p><b>National Ambulance Seminar</b></p> <p>This will be at Warwick University on Friday, 12 May to Sunday, 14 May. They are looking for a donation to running this event. 5/6 Reps at invited to attend. Please think about it. Pete/Jenny/Nigel/Bryan would like to be considered. There is room for 2 more to come forward.</p>	
49/16	<p><b>ANY OTHER BUSINESS</b></p>	

	<p>Dave reported he will be standing down from his post as Branch Chair at the AGM. He was thanked very much for all his work and especially that done on behalf of the Branch and for chairing the meetings.</p> <p>A motion to go to National Conference about the fees for Paramedics. There is a need to go back to basics for this group and not take into account unsocial hours.</p> <p>Greg reported he will be attending a transition meeting on 5 April on his move to SCAS.</p> <p>Ann reported she was having problems with Payroll not responding to emails and not putting people on the system as members. The Branch Secretary to talk to someone in Payroll to assist.</p> <p>Newsletter to go out before Christmas.</p> <p>The family of Eric Roberts, UNISON President, have asked that the funeral be a private service with a memorial to be held in the New Year.</p>	
50/16	<p><b>DATES OF NEXT MEETINGS</b>  <b>Dates for 2017</b></p> <p><b>AGM – Monday, 27 February 2017 at the East Grinstead Town Hall – Cranston Room commencing at 6.00 pm and finishing at 8.00 pm. Refreshments will be available.</b></p> <p><b>Branch Exec Meetings:</b>  <b>Wednesday, 5 April</b>  <b>Wednesday, 5 July</b>  <b>Wednesday, 6 September</b>  <b>Wednesday, 7 December</b></p>	