

**BRANCH EXECUTIVE COMMITTEE MEETING
HELD ON WEDNESDAY, 23 MAY 2016
AT THE EPSOM WORKING MAN'S CLUB**

Present: James Apps, Danielle Bruce (OA), Stephanie Cesana, (Strategic Officer), Eamon Bell, Greg David, Bryan Hopperton, Clive Goddard, Pip Griffin, Roger Laxton, Kevin Long (Treasurer), Pete Steventon (Branch Secretary), Nigel Sweet, Gary Turley, Dave Wallace (Branch Chair), Jenny Young, Ann Sephton (Minute Taker)

DAVE WALLACE IN THE CHAIR

ITEM	AGENDA	ACTION
01/16	Introductions – The Chair welcomed everyone to the first Branch Executive for this year. Everyone introduced themselves.	
02/16	Apologies – Steve Hearson, Kevin Hedges, Brendan McQuillan, Amanda Sands	
03/16	Minutes of Meeting of 10 December 2015 – after going through matters arising the minutes were accepted as a true record with changing ICHT to ICHD.	
04/16	<p>Matters Arising</p> <p>37/15 – Student Paramedics paying £10 while still doing shifts. This has now been accepted as the Rule Book is not clear. They are still not being placed sensibly in Stations.</p> <p>25/15 - ICHD equivalent type course is being offered to staff at HART but is it being offered to other staff? It was discussed at the JPF and it is being looked into further. It will still mean they have to have the full qualification. It was commented that it is often the entry qualifications where the difficulty lies.</p> <p>45/15 – Trust wide Rotas – the Trust would like flexibility but the stumbling block is unsocial hours. If the Trust would agree to maintaining 25% unsocial hours then it would be a good way forward. We are waiting on Trust coming back on this.</p> <p>45/15 – Sickness at Christmas – JPF were not happy but the medical certificate for one day sickness has been withdrawn.</p> <p>46/15 – on the agenda.</p> <p>49/15 – Over runs – it will be put again on the agenda for the JPF. Meal break policies now also being reviewed.</p> <p>49/15 – someone required to volunteer to attend the Healthcare Committee. Only the Branch Secretary agreed to attend.</p>	

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04/16	<p>OBJECTIVE 1 – RECRUITMENT AND REPRESENTATION</p> <p>The Chair brought Jenny’s contribution forward. Jenny reported she had attended an inaugural health meeting of the Trust which was disappointing as this had been done 5 years ago and nothing has improved. Trim training has not been rolled out and no one knows why. There are no disputes on funding. The plan is that we would meet every six weeks. The policy on loan working is to be published in the Trust’s newsletter. There are people not adhering to the policy and this will be raised at the JPF. There was a question asked if all Policies are going through the JPF. The Branch Secretary reported that if it concerns Staff’s Terms and Conditions it goes through the JPF. Scope of Practice Policy was being updated and would be going through the JPF and it would appear detrimental for all staff. There was a suggestion put forward that all Policies should go through the JPF. There is a need for awareness of Policies so that none are missed.</p> <p>Jenny reported that the Mental Health Policy has been passed over to a different Provider. Jenny was promised open communication but this is not happening. Perhaps it needs to be raised at the Health & Safety Committee meeting along with Lone Working and the Branch Secretary to write to this Committee to say it needs picking up.</p> <p>Jenny reported there were a lot of financial issues, depression, at the moment being reported. There is also a problem with confidentiality as it is not always possible to inform Stewards about what Jenny and James are dealing with. If the member gives permission then we can.</p> <p>The Chair thanked Jenny and James for all their hard work.</p> <p>TU Bill Update</p> <p>Stephanie reported that the Government had agreed to meet our amendments. DOCAS has been taken off the Bill although Employers can approach the Union to ask for this to be paid. Voting on strike action is 50% still. The strike ballot would be a postal one. Facilities time is not clear but Employers are happy to allow this. This will be brought back next year for further discussion.</p> <p>EU Referendum – UNISON is encouraging all members to vote to remain in the European Union as it is best for Workers’ Rights. E.g. paid annual leave, maternity/paternity/H&S/Tupe legislation. The Employment Rights Act this is European legislation.</p>	PS

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04/16 contd	<p>It was reported the recent TUPE of staff to VM Langfords they have now changed their name to Factor 21 on 18 May 2016. We have also not received a Recognition Agreement with Thames Ambulance. Langford will recognise but there is nothing in writing.</p> <p>Stephanie asked what the Branch was doing to get a Steward in Coperforma? Danni to speak with this employer to get permission to speak to members. There is a need to show our members we are on board with their situation. Stephanie commented that TUPE protects all members' during their working life.</p> <p>Recruitment Figures - these were tabled</p> <p>No. of Cases being Represented:</p> <p>Dave – 2 Stage 3 sickness and a 1:1 with Management which would take place every 4 weeks. The others round the table had nothing to report except</p> <p>Bryan – 2 Stage 3 sickness and a serious Grievance Jenny – had 5 cases on going James – also a few on-going cases Roger – 1 (probation period) and few cases for Nursing Homes Pete – 2 ill-health retirements; 1 redundancy; 2 Stage 3 sickness; 2 grievances plus 2 others. On-going work for Band 8 Managers and heavily involved in Band 7 work streams.</p> <p>Outcome Feedbacks - lots of work being done but no feedback. One in PTS got a little temporary job within the Trust but no more than June so see how travelling works out.</p> <p>Recruitment Inductions - these take place once per month but are a struggle to recruit at. New members don't see why they need to join a Union. The £10 recruitment incentive for Stewards recruiting still available. It was agreed that bags should be given out to members when attending recruitment inductions.</p> <p>JPF UPDATE EPCR, Mobile Device Policy, none have been signed off yet. These policies need to be referred the JPF for sign off. Single HQ there are 7 medium size meeting rooms, we feel this in an insufficient amount and have raised concerns to the lack of confidentially space for staff with the trusts project board. Gatwick MRC parking is inadequate and link vehicles too tall for the garage access, so running out of Crawley ambulance station in the short term. CQC Report is worse than we think. We will not see the full Report for 2.5 months. Also what does "Back to Basics" mean for all of us? All Paramedics will be taking on additional skills. There is a need to look at the retention of PPs roles because</p>	DB

	<p>they are being trained up and then we lose them to GP surgeries and A/E departments.</p>	
<p>04/16 cont</p>	<p>111 contract is reduced by 20% as from 1 October. Mobility clauses also raised. Band 6 for Paramedics being looked at with a Working Group set up with joint unions and management, also UNISON National along with all unions are looking into the Paramedic's Pay in moving into band 6 , the Trust do not have the cash for this but it is part of retention and the funds need to be found.</p> <p>Trust's Restructure and Consultation Update</p> <p>Band 8 went through change in October last year. Trust now looking at Band 7. It is now only Band 7 operational staff. Comms reviewed under the clinical lead resources and centre managers. The Managers were aggrieved. There will be 3 work streams to look at pay, operational but will not have bronze responsibility. Comms have to apply for new job and go to assessment centre. There are 41 staff for 34 positions and there will be no slotting in. It will be a competitive process for people to go for. Clinical Band 7 roles is not being looked at for the moment.</p> <p>There was a 21 signature grievance completed and 3 work streams to feedback by 8 June. Pete is on the Pay stream; Bryan on resilience and bronze. Scheduling has scheduling people. Formal consultation started and people will be up for interview and if not successful will be at risk. Current job analysis for banding is being carried out by EMAS and we have concerns that it appears to be no Staff Side on job evaluation. It was suggested that the Branch needs to consider putting in a Freedom of Information request. There was also a question as to why a Clinical Manager is Chairman of Band 7 operational roles restructure group?</p> <p>Trust Red 3 Investigation</p> <p>The first report of the Government Regulator has been done and the second report is still underway regarding clinical. There is still a lot to come out. We are having a new Ops Director for 4 months from SCAS.</p> <p>Thanet USH Protection Extended</p> <p>This has been extended to September.</p> <p>Communication</p> <p>There is a lack of communication from us to the members. The website to be updated. More news on welfare to be spread around. If there is a Management meeting with Unions then there is a need for more information to be disseminated. Nigel, our new Communications Steward will be looking into this.</p>	<p>PS/BH</p> <p>NS/JY/JA</p>

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4/16 cont	<p>National Ambulance Consultative Ballot update</p> <p>There has been a failed promise by the present Government e.g. Pension Age and the Pay Deal. There has not been a high response from SECamb staff and we need to encourage people to vote.</p> <p>Mobility Clause</p> <p>We have been arguing that any new person joining the Trust should be given a location. We are not happy with the mobility clause. The Trust has said that anyone moving to the new HQ will have 4 year's protection unless they have only just joined. Also where people have been promoted they will be protected.</p> <p>OBJECTIVE 2 – NEGOTIATION, BARGAINING & PROMOTION OF EQUALITY</p>	
5/16	<p>111 Update</p> <p>Prime Care will be taking 20% of this business in October. We had 9 Clinicians and then lost 4/5. There is a worry that Prime Care have their Call Centre in Swansea. It is felt that 999 calls will increase. The good news is that our Management are on board with 111.</p> <p>Gatwick Make Ready</p> <p>This has gone live but ambulances are squeezed in and it is not ergonomically good and old stations are still being used. There is only one computer for everyone to use, there is only one microwave. Management did respond to say they had been let down by the suppliers. It is probably teething problems but it has a very unwelcome atmosphere. Staff feel it has been opened too early. Snagging is taking place along with the problem of only 175 parking spaces. In the new HQ there are only 7 meeting rooms housing 10 people and other rooms holding less. A question was raised as to whether the staff wish to take out a Grievance. A straw poll will need to be conducted. Eamonn/Nigel tasked to find out what staff feel.</p> <p>Community Paramedic/Beacon Sites</p> <p>It has been confirmed that there is no plan to progress the Community Paramedic role outside of the Thanet Beacon at the moment.</p> <p>Those currently being trained in the Trust will be expected to use their extra skills whilst on the road as normal.</p> <p>The budget for Community Paras has been cut in line with these developments. . Pip gave an update on the job requirements. There is a feeling of being unsupported by the Trust.</p>	EB/NS

5/16 contd	<p>AFC Job Evaluation/Matching Reps info.</p> <p>Job Evaluation training has taken place and we plan to look at past job evaluations. Band 2, 111 call takers has been looked at and highlighted. We want Band 2 to be re-evaluated. We need to have SCAS job description for Band 2 as they have Band 3. Pete to contact SCAS to obtain evaluation scores for their Band 3.</p>	PS
6/16	<p>OBJECTIVE 3 – CAMPAIGNING & PROMOTION UNISON</p> <p>Recruit a Friend Update So far we have recruited 290 by this method. I still have 10 new vouchers waiting for new joiners.</p>	
7/16	<p>OBJECTIVE 4 – DEVELOPING AN EFFICIENT & EFFECTIVE UNION</p> <p>Finance – Report from Kevin</p> <p>Kevin asked that people attending meetings and Conferences should give a report to the Branch Committee.</p> <p>Suggestion to give £100 to charities nominated by the members who audited the Branch accounts. This was AGREED</p> <p>It was also proposed to donating a trophy to the Brighton table tennis League in the name of Pete Croxford, who was a Caseworker. This was proposed by Roger Laxton and seconded by Pete Steventon. It was AGREED.</p> <p>Kevin tabled new guidelines for Caseworkers and this was AGREED and will be sent to them.</p> <p>The finance report was tabled and any questions answered by Kevin.</p>	
8/16	<p>ANY OTHER BUSINESS</p> <p>The Branch Secretary asked if there were any Paramedics who had been assaulted and were willing to talk about it to the BBC. Also the use of Private Ambulances as the BBC is doing a study.</p>	ALL
9.16	<p>DATES FOR NEXT MEETINGS</p> <p>These will all take place at the Epsom Working Men’s Club Commencing at 10.00 am but coffee/tea will be served from 9.30 am</p> <p>Wednesday, 6 July Wednesday, 5 October Wednesday, 7 December</p> <p>The meeting finished at 15.17</p>	