



EAST AREA (North East)
STAFF SIDE REPRESENTATIVES AND MANAGEMENT MEETING
Tuesday 17 October 2006 at 1000 -1300hours
Conference Room, East Area HQ Ilford

Present:

Richard Webber (Chair), Mark Sommerville, Steve Colhoun (AOM), Paul Young (AOM), Trevor Hubbard (AOM), Cathy Rideout (AOM), Eddie Brand (Staffside Romford), Dave Smith (Staffside – Romford), Jeff Endean, Gary Hayden & David Barnes (Staffside – Whipps Cross), Hazel Smith (HR), Christine Hayley (Resources)

NOTES

1. Apologies for Absence/Attendance (RW)

- Michael Heaslip (Staffside – Chase Farm) and John Whiting (Staffside – Edmonton) did not attend but it was understood that standdown time had been granted.
- All agreed that one rep per complex needs to attend.
- The group wished to record its best wishes to Ian Lee who is currently off sick and is in hospital.

2. Minutes of the Last Meeting

- These were agreed as an accurate record of the meeting.

3. Matters Arising from Previous Meetings (RW)

a. Page 1, Item 4 - ECP 3 Month Rule

- The 3 month rule for trained ECPs, to decide whether or not they become a permanent ECP or go back on their line, is now in place. Noted the time limit was previously 12 months.
- RW advised that funding has been approved for a new ECP scheme at City & Hackney next year.

b. Page 1, Item 4 – FRU Assignments

- **Crewing FRUs for a maximum of 6 months**, in order to provide more people with FRU opportunity and also to ensure ambulancing skills are maintained, **is to be discussed by the FRU group.**

CR

c. Page 1, Item 4 -Review of all ISSRs

- **HS advised this is in progress.**

HS

d. Page 2, Item 6 – Reduced Confidentiality

- **CR to address a local issue where a member of staff feels that the confidentiality of an issue is compromised** by the number of managers involved.

CR

- d. Page 2, Item 9 – **Single Manning Agreement**
- **CR to take up a particular issue at Whipps Cross.** Other complexes are not aware of any issues concerning this. **CR**
 - Noted that the Single Staffing Policy distributed came from Resources.
- e. Page 3, Item 10 - **Harassment**
- Staffside advised that EOC still appears to allocate crews another central London job, after a patient transfer to a London hospital, rather than allowing them to get back to their area. **RW stressed that he needs details of specific occurrences for him to take this further.** **All**
- f. **Page 3, Item 12 – Calls from the Met Police**
- AOMs are in contact with local police and have raised the issue of inappropriate calls diverted from the police to EOC. The group agreed that the problem is not a local issue. Crews appear to be called to police 999 calls when police central control is overloaded, not as a backup to a police vehicle already responding. **Agreed to refer this to the A&E sub committee** (see item 8 below). Noted that LAS only calls on police as a backup/support when an ambulance is already responding not instead of an ambulance. **RW**
 - The group discussed the LAS **list of dangerous addresses and confirmed that lists are not being received by complexes for a 6 monthly review.** **Agreed to refer this request to the A&E sub committee** (see item 8). **RW**
- g. Page 4, Item 16b – **LDV vehicles and Older Members of Staff**
- Complexes confirmed that issues are being dealt with at complex level.
- h. Page 4, Item 16c – **Mental Health Patients and Alcohol**
- Agreed there are still problems with mental health units seeing patients displaying mental health problems when there is evidence of alcohol. **RW to forward AOMs information on the Sainsbury points assessment** that hospitals should be using to establish an agreed acceptable level for treatment. **RW**
- i. Page 4, Item 16c – **Urgent Calls**
- RW advised that the ongoing trial is dispatching urgents as a category B call as soon as it received.
 - Vacancies in urgent care should be filled in November but, due to the low number of calls, will not have a big impact on the service.
4. **Urgent items not on the agenda (All)**
- There were some urgent items to raise which were added to the agenda.
5. **Update on Hospital Reconfigurations (RW)**
- Noted that on both projects, LAS can provide input but is not part of the decision making.
 - Noted that staff can attend public consultations but should not do so in uniform as they are attending as an individual and not as a LAS spokesman. RW advised that he is agreeable to providing background information to anyone to ensure they have correct data.
 - RW's role is to ensure, that whatever decisions are made, LAS's performance is not affected and that adequate resources are funded to address any changes involving longer journeys etc.
 - Noted that changes echo the tendency for A&E departments to become

more specialised.

a. Fit for the Future

- RW advised of the decision process ie strategic board, public consultation etc. Public consultation is scheduled for October.
- The main options involve changes to Whipps Cross and/or King George's A&E provisions.
- Comms are to send out an LAS Bulletin this week re the current status of the reconfiguration process.

b. BEH Clinical Strategy

- The decision process is similar to Fit for the Future with public consultation taking place in January.
- The options are mainly around the future of Chase Farm A&E Department.

6. Update on Rest Breaks (RW)

- Several meetings have been held with managers and staffside. Staffside still have issues and these have been referred to Eric Roberts (currently on annual leave).

7. Unresolved issues

a. Chase Farm (PY)

- PY advised that the previous **complex meeting** was postponed and that one **will be scheduled in the near future and copies of notes will be forwarded to SH.**
- EB had not been informed by Michael Heaslip of any unresolved issues.

PY

b. Edmonton (TH)

- Minutes of the complex meeting held on 11 September had been received and noted.
- Relief staff not being made aware of having to work on the B rota for 18 months before going on to rota A was referred to the this meeting. EB advised a letter has been sent to reliefs from Resources. Agreed that issues raised would be resolved on a case by case basis at area level but noted that staff sign at interview to say they have seen the rota they will be working on.
- Noted that university foundation degree students also go on to rota B.

c. Romford (SC)

- Minutes of the complex meeting held on 4 October had been received and noted.
- A request for compensating single parents, for childcare on extra days when on training courses, was referred to the meeting and discussed. HS is raising this at the HR meeting in November but the group felt that **changing courses to modulars to be completed within a certain time could eliminate the problem.**
- Noted that unlike other parts of the NHS, no crèche provision is available.
- Noted that there is a legal requirement to consider flexible working hours for those with young children.
- EB referred to staffside's concern that **as Alternative Rest Days are lost under Agenda for Change should annual leave entitlement be higher.** This is not something the area can address and will be **referred to the A&E sub committee** (see item 8 below).
- Staffside raised that as lone worker policy is covered by the **EMT4** course, staff are concerned that it will become compulsory to do FRU work. RW advised that lone worker has a broader remit than FRUs and that single responders could be for cat B calls not just cat A as with FRUs.

**CR
(or
RW)**

RW

Concerns are to be referred to A&E sub committee for clarification of LAS's direction on lone workers (see item 8 below).

RW

d. Whipps Cross (CR)

- A complex meeting scheduled for the afternoon had been postponed pending clarification on standdown hours for meetings. **The complex meeting will be rescheduled as soon as possible and notes will be forwarded to SH.** **CR**
- Noted that VAS are being used for patient transfers. RW confirmed that EOC and UOC have clear instructions not to use VAS and private ambulances and there is no funding for this. (Only exceptions are for bariatric patients as they have the relevant carrying equipment and for agreed special events such as NYE.) **Members of the group are to advise RW of any future occurrences of private ambulances being used.** **All**
- The complex is frustrated by the bad access to Whipps Cross A&E. This has been raised at various levels with the hospital but has not been addressed. **RW to write to the Chief Executive at Whipps Cross referring to the route itself, the condition of the road and the problem of parked vehicles blocking access.** **RW**
- **CR to address the need for an annual leave book on the complex.** **CR**

8. Matters to refer to A&E sub committee (RW)

- Police Central control call on an ambulance resource when their own resources are depleted (see Item 3f above).
- Complexes and reps are not receiving the dangerous address list every 6 months for them to review. (see Item 3f above).
- With the abolition of ARDs, staffside feel that annual leave entitlement should be reviewed (see item 7c above).
- EMT4 staff are concerned that lone responder duties will become compulsory (see item 7c above).
- Clarification is required as to what calls EMT2s can respond to. Protection is needed for the type of call EMT1s crewing together and EMT2s crewing together are given (see item 9 below).
- Provision is needed for the cleaning of impounded vehicles that are not released until the crew is off duty (see item 10a below).
- A review of the Single Staffing Policy is needed to ensure that the same criteria are being used service wide (see item 10d below).

9. Role of EMT2s when crewing together (RW)

- Agreed that **2 EMT2s crewing together should be able to perform the same work as 2 EMT1s crewing together.** Guidelines are currently for EMT1s but not EMT2s. Both should be able to respond to urgents and green calls. Equally **both need to be protected from being sent on emergency calls.** **Group agreed that allocating any such crews a 75 call sign would address the problem.** **Agreed to refer this to the A&E sub committee** (see item 8 above). **RW**

10. AOB

a. Cleaning of Impounded Vehicles

- Who cleans **a vehicle impounded by the police for forensic clearance which is not released until the crew is off duty?** Agreed to refer this to A&E sub committee (or H&S central committee) with the recommendation that the cleaning in such circumstances is added to the LAS contract with its cleaners. The problem also needs to be drawn to the attention of the police as vehicles appear to often be impounded for clearance by a senior police manager rather than for actual forensic evidence. Agreed that

maybe such **occurrences need to be monitored over a 3 month period.** (see item 8 above) **All**

b White Work for Older Staff Members

- Noted that the current entry requirement ie considering age and years of service, is now illegal as it is age discriminatory. RW advised that the whole issue is under consideration.

c Standdown Hours for Meetings

- **RW and EB have a further meeting scheduled for 18 October to clarify this.** **RW**
EB

d Singles or OT Standdown

- Discussion on **who has to be stood down or transferred when overstaffed** resulted in a need to review the Single Staffing Policy. Agreed that staff appear to agree that OT staff transfer to another station but in practice it is often the single. **To be referred to A&E sub committee for clarification** (see item 8 above).

11. Date of Next Meeting

- Wednesday 13 December, 1000-1300 hrs in the conference room at Ilford.