

London Ambulance Service Unison Branch Committee Meeting

1st September 2005 1030hrs – Conference Room LAS HQ

Present:

- Eric Roberts - Branch Secretary
- Eddie Brand – Chair
- Phil Thompson – Unison Regional Organiser
- Bryan Arnold - Asst Treasurer (Part Meeting)
- Andrea Shields – Welfare Officer
- Ian Lee – Health & Safety Officer
- Jim Underdown – Membership Officer
- Fred Phillips – Asst Membership Officer
- Rob Sydney – Communications Officer
- Dave Smith – Equal Opportunities Officer
- John Gough – Labour Link Officer
- Paul O’Neill – Minutes Secretary
- Michael Apps - Retired Members Officer
- Harry Day - Training
- Kevin Tarsnane - PTS
- Joe Easterbrook – CAC
- Richard Chow - CAC
- John A Whiting – North East Sector
- Julie Shirt – North East Sector
- Peter Hannell – North West Sector
- David Lamey – South West Sector
- Sarah Hardy – South West Sector
- Mark Lione – East Central Sector
- Michelle Michael – East Central Sector

Apologies:

- Claudette McNaughton
- George Achilles
- Karen Walling
- Mark Belkin
- Paul Leggett

Introductions and Welcome	
<p>Previous Minutes</p> <ul style="list-style-type: none"> - Amendments as follows:- <ul style="list-style-type: none"> o AOB – ML did not receive a reply by e-mail regarding the restrictions on annual leave post July 7. o AOB – IL felt he had not been accurately represented regarding the annual leave issue. o JG would like to minute his comment made at the last meeting 	<p>EB / ER to confirm</p>

regarding July 7 events, as follows:-
“I would especially like to thank Andrea Shields who I thought spoke for all of us and achieved the perfect balance between pride in the LAS and sadness at what she had witnessed. I think we in Unison are very lucky to have her serving on our Branch committee”

Minutes from 29th July meeting agreed as a true record.

Matters arising

- None

Branch Secretary’s report (ER)

- Legal report and running total of compensation.
- Thanks received for the donation to the Children’s Magical Taxi trip.
- Thanks received from Chase Farm Ambulance Station for the donation to the Nathan Adams Fundraiser.
- Restrictions to ad-hoc leave have been lifted.
- Bulletin regarding abuse of the e-mail system.
- Health Training Day is on 9th November. Those attending from the branch will be EB, DL, HD, SH, JE, RC and any AfC reps who reply.
- Many messages of support have been sent to Unison GLR from our sister unions across the world following the events of July 7.
- Advice regarding employment tribunals has been received from Unison GLR.
- Barking and Dagenham Memorial Garden: discussion took place regarding a donation to this project. A donation of £300 was proposed by SH, IL and JG seconded.
- HSGE newsletter: PH raised matter of AfC deadline impacting on the negotiating process. JE asked whether back pay would be affected by the deadline extension? ER confirmed no.

Agenda for Change

- AfC bulletin issue 8.
- Branch AfC reviews guidance.
- KFS progress report.
- Job evaluation update.
- Unsocial hours review update.
- ER described in detail the process of job matching following the recent job evaluation panels. He highlighted the differences between Band 4 and Band 5 for EMTs. Factor 2 highlights experience, but does not explain what experience means. ER confirmed that the LAS Agenda for Change Leads are currently trying to agree a definition for experience (i.e. years of service / knowledge attained). If this fails it will be sent up to the National Joint Panel to decide the EMT matching. Once this is done there would be no scope for local agreements. Therefore the next best option is the current approach of matching the majority of EMTs in band 5, with some in band 4, based on years of service and knowledge. The decision will be made next week whether to agree locally or send to the NJP.

- A debate on the issue of job matching followed:
 - o AS questioned why a Paramedic Sciences degree graduate would be band 5 when an EMT with significantly more years of service (and thus more experience) would be band 4. ER replied that the jobs are different.
 - o HD stated that no timescale has been decided for “experience” at the moment.
 - o PH agreed with getting the best deal possible for the majority of EMTs.
 - o PH also reminded the committee of the importance of the university graduates in terms of the future need for the Grandparenting scheme proposed under the Paramedic National Curriculum.
 - o IL commented that there may be problems because the NJP already have paramedics in Band 5.
 - o MM – if experience is agreed as 3 or 5 years, then would EMTs in band 4 be able to work together? (as the 80%-ers currently). ER replied that it would require a debate at the appropriate forum.
 - o PT – Praise for panel members. If management are deciding the result due to cost then it is unlikely that we will get Band 5 if it goes to the NJP. However, there is a good chance of 5 if it is agreed locally.
 - o JG – are meal breaks affected? ER replied that they would stay the same for now and it would not hold up the process.
 - o ER – Bank holidays remain under Whitley Conditions at present. A final decision is expected soon.

Retired Members (MA)

- no report

Health and Safety (IL)

- Clinical Waste contract up for renewal
- Manger Elk policy
- Manual Handling policy still not agreed
- Meeting attended regarding stress in the workplace. 100 public sector workers were surveyed and the LAS was the only Ambulance Service involved.
- AS asked why there are no windows in the new batch of Mercedes A&E vehicles. IL replied that windows are not an effective way of circulating fresh air, so fresh air circulation systems have been installed instead.
- JG highlighted the point of uniforms being a source of cross contamination of MRSA across the NHS.

<p>Membership (JU)</p> <ul style="list-style-type: none"> - New members accepted into the branch. - Membership is continuing to grow. - Liaising with training schools regarding recruitment. - Could reps continue to remind members to keep them updated with personal detail changes? This is easily achieved through the website. 	<p>All Reps to action</p>
<p>Communications (RS)</p> <ul style="list-style-type: none"> - Detailed communications report was circulated. - Thanks again to RS for his continued efforts with the website. 	
<p>Welfare (AS)</p> <ul style="list-style-type: none"> - More donations are needed to Unison Welfare as it is a registered charity. - ER stated that the branch donates £300 each quarter to Unison Welfare. - AS would like to confirm that Unison Welfare do not give out loans. Any applications for financial assistance due to hardship go through a detailed application process and are approved by a board of trustees at Unison Welfare. - ER stated that we are the only branch in the UK that donates to the ASWHF and we have done so for the past 11 years. 	
<p>Equalities (DS)</p> <ul style="list-style-type: none"> - There is a new Race Equality Scheme. - Assessment template. - Harassment and Bullying Policy. - There are problems regarding the completion of the ethnicity coding on PRFs. - Picture card trial at K1 was successful. - The use of ECA phones as a tool for accessing Language Line is being considered. - There will be one day of equality training on the 5 day CPD course. - 8 members of staff have been taken off front line driving following advice as they are insulin-dependent diabetics. The service is concerned that these staff will not be guaranteed time for BM measuring and adequate meal breaks. 	
<p>Labour Link (JG)</p> <ul style="list-style-type: none"> - GLLC committee meeting is on 7th October. Please let JG have any questions. 	<p>All reps to action</p>
<p>Pensions (PH)</p> <ul style="list-style-type: none"> - The Branch Secretary has given Peter Hannell the responsibility as the Branch Pensions Contact. - Negotiations regarding NHS pensions begin in October. 	

<p>PTS (KT)</p> <ul style="list-style-type: none"> - Mairead Doyle is leaving the service. PTS management has been brought back under A&E. - Appeal for PTS banding. - Tax and National Insurance will apply to meal subsistence claims from 1st August 2005. 	
<p>CAC (JE)</p> <ul style="list-style-type: none"> - Ongoing problems regarding the Police CAD link and printers. 	
<p>Regional Officer (PT)</p> <ul style="list-style-type: none"> - No report 	
<p>AOB</p> <ul style="list-style-type: none"> - EU Constitution: The TUA EUC still needs to continue despite the constitution being rejected by the Dutch and French. Prepare for a “no” campaign. 	
<p>Date of next meeting</p> <ul style="list-style-type: none"> - 11th October 2005 TBC (Branch Officers only) 	