



STAFF COUNCIL – MONDAY 14 MAY 2018

Minutes of the Staff Council held in the Conference Room, HQ, Waterloo

Present		
Name	Initials	Role
Eddie Brand	EB	Staff Side Secretary, UNISON (Chair)
Patricia Grealish	PG	Director of People & Organisational Development
Lorna Campbell	LC	Head of Engagement
James Corrigan	JC	Deputy Director of Finance
Pete Hannell	PH	UNISON
Phil Thompson	PT	Regional Officer, UNISON
Steve Johnson	SJ	UNISON
Marcus Davis	MD	UNISON
Julie Cunnane	JC	UNISON
Clive Tombs	CT	GMB Branch Secretary
Wendy Cox	WCo	GMB (EOC)
Brendan Kemp	BK	GMB
In attendance		
Melissa Berry	MB	Interim Equality and Inclusion Manager
Apologies		
Paul Woodrow	PW	Director, Operations
Tim Stephens	TS	Staff Side Chair, UNISON
Mo Akbar	MA	GMB
Brian Robinson	BR	UNISON
Brian Eldridge	BE	GMB
Paul Chiddington	PC	UNISON

1. Welcome and apologies

1.1 The Chair formally welcomed all to the meeting

2. Declarations of Interest

2.1 No declarations had been received.

3. Minutes of the Staff Council meeting held on Monday 12 February 2018

3.1 The minutes of the Staff Council on Monday, 12 February 2018 were approved as a true and fair record.

4. Matters arising/action log

4.1 WRES – SC01/02 & SC02/02

PG had invited Melissa Berry to attend and she was due to join the meeting later to provide an update and overview to the Staff Council members.

4.2 HOLIDAY PAY – SC03/02

Gareth Hughes has completed this piece of work. TS and EB to arrange a date with GH.

4.3 STAFF SURVEY CHAMPIONS – SC04/02

This item had been discussed at the Operational Partnership Forum on 10 May 2018.

4.4 OPF Dates

PG to send PT the dates.

A wider discussion took place regarding the scheduling of OPF and Staff Council. It was agreed for Staff Council meetings to be swapped with OPF from July 2018.

ACTION: PG to re-send calendar invites confirming dates of OPF and Staff Council.

4.5 EU NATIONALS

PG agreed support would be made available. The issue affects approximately 145 individuals. It was difficult to provide an accurate number as some members may have dual citizenship or register their nationality as European rather than British/UK.

5. WORKING LONGER

5.1 PG said this issue had been raised at the Roadshows.

5.2 Further work is needed to and consideration is being given to Career Clinics – which could include financial planning advice. PAM offer this service via their Employee Assistance Programme.

5.3 Support and advice is readily available for younger members of the workforce and there is a need to address issues affecting older members of the workforce.

5.4 The intention is to hold two clinics per year with the first one to be held in autumn 2018.

5.5 CT asked whether the Pensions Unit could be developed as staff are waiting months for answers.

5.6 PG acknowledged the length of time staff wait for a reply but sometimes the delay is from NHS pensions who are dealing with thousands of requests from across the NHS. Consideration should be given to manage staff expectations.

5.7 PH said the LAS needs to find innovative ways to retain staff and their experience. There was a scheme several years ago – Early Retirement Buy Out. It was a nationally offered scheme but had minimum take up as the cost was prohibitive. The first thing staff ask, is can they afford it.

6. WRES

6.1 MB joined the meeting and provided the following update:

6.2 The LAS has improved BME representation to 13.2%. The target is 15% by the end of the year and 20% by 2020.

6.3 MB attends Super Saturdays Recruitment.

6.4 Training for BME staff who would like to sit on Recruitment panels has been arranged for 24 May 2018.

6.5 The LAS is working in partnership with Job Centre Plus and Newham Partnership.

6.6 The Equalities Committee has been re-established.

6.7 A sponsorship/mentoring programme for BME has been introduced with the aim for participants to move up a grade within 12 months.

6.8 A reverse mentoring programme has been introduced.

6.9 An associate Non-Executive Director, who is BME, was appointed to the Board.

6.10 At the Royal Free Hospital, it was identified a BME member of staff was eight times more likely to be taken through a disciplinary process. After a review, BME staff are now three times more likely to be taken through a disciplinary process.

6.11 PG said the next piece of work will be the Disability Equality Standards and the LAS is currently waiting for national guidance.

6.12 MB said the work associated with the disability standards would be really difficult as there are nine indicators. There are 98 people in the LAS who have stated they have a disability.

6.13 PG stated people who have a disability do not think they have a disability.

6.14 There may be a particular issue with Insulin Dependent Diabetics.

6.15 A short discussion took place regarding the St George's Programme. Of the 26 expressions of interest from staff – only four went through. There were issues about the support from managers and the time commitment for the individual. The initial

understanding was a commitment of one to two days per week, in reality it was three days per week. One individual pulled out due to the demand placed on them. A lot of lessons were learnt from the programme and Tina Ivanov's team is now leading on it. It was a positive sign that show a lot of people are interested and would like development.

6.16 PG said although there had been a healthy intake in paramedic sciences the numbers are under-represented of the London workforce.

6.17 PH stated MB had done a really good job and the LAS was moving in the right direction.

6.18 PG added the LAS now has a cohort of EAC apprenticeships. It is recognised apprenticeships for EOC is needed and then the LAS would look at apprenticeships for Paramedics.

7. ANY OTHER BUSINESS

7.1 With effect from the July meeting, Finance would be included on the agenda. JC or a nominated representative would provide a report on financial matters

8. MEETING CLOSE

8.1 The next meeting would take place on Thursday, 12 July 2018 at 1030 hours to 1230 hours in the Conference Room, HQ, Waterloo.