

**London Ambulance Service NHS Trust
A&E Sub Committee
08th September 2005, 1400-1600
Conference Room, HQ**

MINUTES

Chair: Eddie Brand	Staff Side Chair	Romford
Present: John O'Grady	Senior Resourcing Manager	Bromley
Eddie Brand	Staff Side Chair	Romford
David Lamey	Staff Side Rep (SW)	Croydon
Dave Smith	Staff Side Rep (NE)	Becontree
Gary Edwards	Staff Side Rep (W)	Isleworth
Peter Hanell	Staff Side Rep (NW)	Kenton
Mark Lione	Staff Side Rep (EC)	City & Hackney
Tony Sales	Staff Side Rep (SE)	Mottingham
Andy Zucconi	Staff Side Rep (C)	Deptford
Russell Smith	ACAO	Deptford
Julie Cook	HR Manager A&E	HQ
Steve Sale	ACAO	HQ
Scott Velleman (Minutes)	ASSD Manager	HQ

Action

1405 Apologies

Ann Ball
Martin Flaherty
Jez Walters

15/05 Previous Minutes

The minutes from the meeting on 03rd March 2005 were agreed with the following amendments/additions:

- 08.5 (at the beginning) PH asked if it is correct for the Service to ask EMT2s to dispense drugs when crewed with EMT1s.
- 13/05 (should read) GE enquired what rate staff will be paid for bank holidays.

16/05 Matters Arising

16.01 Transfer Register

JO'G stated that the system is now set up on PROMIS. It shows an individuals transfers and current grade. The list will not show people who have left the Service. A copy of the register can be printed at any time. JO'G also said that it is being considered whether to put a copy of the register on the common server.

EB enquired if the register is available across the entire Service.

JO'G replied that is.

EB also asked if a paper copy can be brought to the next meeting, to which JO'G agreed.

JO'G

16.02 Drug Packs & Overtime

RS asked if this is an issue of crews wanting to finish their shift on time, or of wanting to be paid for the additional time worked.

EB replied that it differed across the Service.

RS enquired how many crews this affected and if it would be a way forward for the crews to be allowed to put away their drug packs 5 minutes before the end of their shift.

JO'G said the number was larger than he anticipated but that he could not remember the precise amount.

RS agreed to come with a resolution before the next meeting

RS

16.03 EMT1 & EMT2 First Responding

PH asked if it was correct for the Service to ask an EMT2 to dispense drugs when crewed with an EMT1.

AZ posed if they are on an EMT1 vehicle why are they taking a drug pack anyway.

PH stated that Staff Side were concerned that crews are vulnerable from a litigious point of view.

SS reassured that if crews were working within protocols they would be supported by the Service, however we need to look into why a drug pack is being taken onto an EMT1 vehicle when crewed by an EMT2 and 1.

RS said that he needed to speak to the Medical Director as to why crews have been asked to take drugs onto an EMT1 vehicle.

EB then raised the issue of first responding. He stated that if two EMT2s are crewed on a vehicle they will not be sent to a category A call, however if two EMT1s are together on a vehicle they will be sent to a cat. A call. EB argued that a working group needs to be set up as soon as possible to look into this issue.

RS replied that he would come back to EB regarding this matter.

16.04 Suspensions

EB stated that there was going to be a group set up with Tony Crabtree for early August regarding suspensions but it was cancelled due to the bombings. EB asked if this issue can be reinstigated.

RS said that he believed that only three people were now on suspension so he felt that the new policy of being much stricter in the use of suspension was working.

EB asked JC to speak to Tony Crabtree.

JC

16.05 IAP

RS said that Andrew Buchanan is currently rewriting the IAP procedure and has almost completed the first draft.

16.05 IAP (continued)

EB pointed out that MF had agreed to a joint review but Staff Side had not been approached.

SS replied that Staff Side would be given a copy of the first draft for consideration once it had been completed.

16.06 Bank Holidays

AZ stated that the second May bank holiday was not paid at the enhanced rate. He argued that this was not what was stated in the recent AfC Bulletin.

JO'G mitigated that the bulletin was sent out before it had been amended to reflect what he had actually said.

AZ asked what the actual position was then.

JO'G replied that the matter needed to be picked up at the next AfC Terms & Conditions Group, the date of which has not been set yet.

17/05 MDTs

AZ stated that Staff Side were told that the MDT would not be used to instigate disciplinary procedures against crews, however he had heard of a case where this happened.

RS replied that management have stated that they will not use the MDT to instigate disciplinary procedures as they want the crews to use the technology as an aid.

DL said that the mapping facility sometimes directs you around a longer route than necessary.

RS stated that of course when crews are working in their own area and they are familiar with the local roads they will probably know shorter routes to calls than those suggested by the MDT. The case that AZ alluded to was not about following the wrong route.

AZ then asked about the television facility on the MDTs and its progress.

RS answered that it was all set up. The only short delay now was to organise the remote control facility. He had been informed that the TV function would be working sometime between November and April. There would be conditions of use, such as the TV would only work when the crew had 'greened off' and the vehicle was not moving.

18/05 Review of Sector Operating Model

RS announced that Martin Flaherty had put together a draft list of recommendations for amending the model which would be made available to Staff Side. Additionally the three Assistant Directors for the new East, West and South areas had been appointed.

AZ asked how the reorganisation would affect the A&E Sub Committee.

EB replied that the group would require a new constitution.

19/05 Introduction of New Drugs

PH asked what consultation occurs with Staff Side when new drugs are introduced. He is concerned about the constantly changing list of drugs crews have to be up to date on and litigiously responsible for.

SS stated that he was unclear what the issue was. He said that new drugs were brought in all the time to improve patient care and was unsure what Staff Side wanted to be consulted about.

EB replied that Staff Side fully support the improvements to patient care, however there is only so much change they can accept under current pay conditions.

PH additionally stated that there is a limit to how many protocols Paramedics can remember when it comes to recertification. PH also argued that when he first became a Paramedic there was much greater staff involvement into which drugs would be used by the Service. It seems as though we have been removed from that process entirely.

RS agreed to raise the matter with the Medical Director.

RS

20/05 Shift Changeover Times

(RS handed out graphs to the group showing performance on category A and B calls by hour of the day). RS stated that the graphs showed a dip in performance around shift changeover times. He continued that this is understandable as no-one would want to get involved in a call as they were finishing their shift. RS said that management would like to consider staggering changeover times to try and counteract this dip in performance. He asked the Staff Side members how they thought this idea would be received.

AZ stated that this idea had been tried before.

RS asked if Staff Side would be happy for him to take a sounding.

EB advised that it would be better to leave it for the time being due to so many other changes such as Agenda for Change going on that crews needed to get used to.

21/05 Long Service Recognition

RS announced that Trevor Vaughan had surveyed people who have received the long service award during the last year to see how it could be improved. The top suggestions so far were:

- A badge for the uniform
- Pin for the epaulette
- Vouchers
- Certificate
- Day's leave on anniversary date
- Additional leave entitlement

RS asked if the group had any other suggestions.

The group dismissed most ideas regarding badges and pins etc. AZ suggested money or days off.

SS pointed out that the whole point of the award was that the Service could not afford to give a financial reward but that the Service wanted to recognise loyalty.

Long Service Recognition (continued)

RS stated that he would report back that the group were not keen on badges but had no preference from the other suggestions apart from perhaps watches.

22/05 Hillingdon Standby Point

RS stated that the fire station at Hillingdon have offered us accommodation as a standby point. It will be equipped with standard LAS facilities but he did not have a 'go live' date yet.

23/05 Any Other Business

Insulin Dependent Diabetics

PH said that he has two members with type 1 diabetes who have been suspended from driving duties. He asked what the latest position is.

RS responded that the DVLA have given advice recommending that no-one should drive on blue lights if they are insulin dependent. Whilst we are investigating we have taken affected staff off of driving duties, however as things stand it doesn't look as though we will be able to return them.

PH stated that he had also spoken to the DVLA who confirmed their recommendation to him. PH continued that he is particularly concerned about new staff who are understandably very upset.

JC replied that the position was not yet set in stone. Occupational Health have interpreted the DVLA advice and we are trying to get firm guidance from them as we do not think they realise the upset they have created. As soon as we hear more from OHD we'll let you know.

PH asked why OHD have started reacting to DVLA advice when they did not previously do so.

JC answered because the Pensions Agency wouldn't formerly categorise type 1 diabetics as permanently unfit, whereas now they are saying that they would be sympathetic to such a classification.

Paramedic Classification

AZ asked for an update on this matter.

RS responded saying the Health Professions Council (HPC) have said that as of 1800 on 09/09/05 if a paramedic is not registered with them they should not be practicing as such. We currently have about 100 staff affected. The Service will give these people until 11/10/05 to resolve their situations as this matter is an individuals responsibility.

PH enquired if the LAS and ASA can put pressure on the HPC because the paramedics are in a legally vulnerable position.

RS replied that the Service had already 'stuck its neck out' by giving paramedics extra time to get themselves registered.

**Date of next meeting: Thursday 03rd November 2005
1400-1600, Conference room, HQ - www.lasunison.com**