

**London Ambulance Service NHS Trust
A&E Sub Committee
13th July 2007, 1400-1700
Conference Room, LAS HQ**

MINUTES

Eddie Brand (Chair)	Staff Side Chair	Romford
Russell Smith	Deputy Director Operations	HQ
Pete Hannell	Staff Side Representative	Kenton
Mick Butler	Staff Side Representative	Barnehurst
Gareth Hughes	AOM (Resourcing)	Croydon
Julie Cook	Senior HR Manager – West	HQ
Andrew Buchanan	Senior HR Manager – South	HQ
Jason Killens	ADO (Acting) East	Ilford
Bill Leaning	Staff Side Representative	Homerton
Gary Edwards	Staff Side Representative	Isleworth
Steve Sale	Head of Workforce Modernisation	HQ

In Attendance

Martin Bowdler	Duty Station Officer	Hanwell
Scott Bateman	First Response Charity	
Scott Velleman (Minutes)	ASSD Manager	HQ

37/07 Apologies

Richard Webber
Peter Horne
Barry Bowyer
Dave Lamey

38/07 First Response Scheme

Scott Bateman gave a presentation on the work of the First Response charity and encouraged the group to agree to the LAS conducting a pilot.

Scott Bateman then left the meeting and the group discussed the issue further.

RS was keen for the Service to participate in a pilot as he felt it was good for patient care and that it would be difficult to justify not making use of extra first responders when there was no salary cost to the Service.

Staff side objected to utilising the service as they had concerns that the charity would build up a 'client base' and end up becoming a profitable company. In evidence of this EB quoted the PTS company M&L which started out in similar circumstances and are now a direct competitor against the Service in the PTS market.

Ultimately E.B said staff side would not support a pilot by First Response charity. EB offered to outline the reasons for this position in writing to RS.

39/07 Previous Minutes – 31/05/07

Agreed

40/07 Matters Arising

40.01 Cleaning Impounded Vehicles (13/07)

RS told the group that Chris Vale has confirmed that the LSS contract does not include cleaning blood/body fluids from vehicles. LSS have agreed however to train a number of their staff based across London to clean vehicles - within 24 hours - that are returned after being impounded following serious crimes. David Selwood will implement this and RS will report back at the next meeting.

RS

Following a request from BL, RS agreed to make control staff aware that until this solution is implemented crews will need to be stood down in order to clean the aforementioned vehicles.

RS

40.02 High Risk Address Register (15/07)

RS stated that the work to update the register and to ensure its effective distribution is still ongoing.

40.03 EMT1s Going onto EMT2 Bridging Courses (28/07)

PH raised concerns that no more EMT2 courses would be run when there are still some EMT1s expecting to be trained. He said that he has been told by Fionna Moore that all of the affected staff will be written to and asked if they have received letters yet.

JC replied that she didn't know if letters had gone out yet, however there are bridging courses scheduled for early 2008.

GH added the he believed 31 of the 37 affected staff have expressed an interest in the bridging course and the training plan will be finalised once all staff have indicated their wishes.

41/07 New Front End Model (Standing Item)

RS told the group that project managers have been appointed and the project documentation has been written. More information will be forthcoming at the next meeting.

42/07 Rest Breaks (Standing Item)

SS stated that following his recent return to work the review process will be refocused and restart on 27/07/07.

43/07 Overtime Sub Group (Standing Item)

GH reported that the South Area were due to start using the list system on Monday (09/07/07) but this has had to be put on hold for 2 weeks whilst some staff consultation was finished. The only area still using first come – first served overtime allocation is East Central and it appears this cannot be tackled until Mark Lione returns to work.

EB suggested that a stewards meeting is called for the sector to discuss this issue at least.

SS added that as 6 of the 7 former sectors are using the new system couldn't the committee agree to its uptake across the Service.

JK agreed to EB's suggestion and felt that if there is still no agreement within the sector after the meeting then the majority decision should be taken.

44/07 Training & Development Delivery 2007/08

PH raised concerns over the CPD Resuscitation Module Reassessment Guidance document and with the reassessment process generally. He contended that since the introduction of Agenda for Change, recertification courses have been booked and cancelled several times. There seems less time to prepare for the assessment, and if a paramedic fails this module their skills are withdrawn. PH felt that this system seems punitive.

JK echoed that similar concerns were discussed at the East Area meeting recently.

GE expressed disappointment that the document wasn't consulted on at the Training group meeting as these issues could have been avoided.

EB stated that staff side would like the reassessment process suspended until these concerns can be resolved.

RS agreed to raise the matter at the ADOs meeting on Monday morning (16/07/07). JK will feed back to EB on Monday. RS also agreed to make certain that there was appropriate attendance at the Wednesday meeting to ensure that any required decisions can be taken and will not need to be deferred.

45/07 Update on Resource Centres

GH reported that he still needs to speak to some staff at various stations. He confirmed that he hasn't submitted recommended options to RS yet, but a report will be written by the time of the next meeting. GH then outlined the scope of his consultations thus far to staff side.

46/07 Reliefs Coming off B Rota After 18 Months

EB revisited the discussions held on this topic at the last meeting and argued that RS's statement that staff would stay on the B Relief Rota for a *minimum* of 18 months was inconsistent with his statements in previous Relief meetings that staff would spend a *maximum* of 18 months on the rota.

EB was concerned that the agreement reached over staff coming off the rota after 18 months would not be upheld.

RS replied that more fundamental changes to the rotas need to be made to ensure that no particular staff group is treated less favourably than any other. However, he was concerned that if staff are now removed from the B rota after 18 months there would be serious problems with weekend manning again as the Service is no longer recruiting EMTs and therefore the staff coming off the rota could not be back-filled.

47/07 Career progression of EMT1s

This item was covered in 40.03 above.

48/07 Ideal Ambulance Cover

RS stated that GH has undertaken some work in conjunction with management Information to analyse where demand is currently highest. This research is informing a view that the Service needs to use overtime to meet demand rather than to automatically cover gaps in rotas.

GH presented some statistics that backed up this viewpoint and demonstrated how a more targeted use of overtime would help to increase performance and even out workload for staff.

49/07 Training Days Incorporated into Rotas

MB distributed information to the group describing how training and pool days have been incorporated into FRU rotas at Hanwell. He discussed the logistics and merits of the scheme.

RS recognised that it is a good initiative and felt that MB should give another report some months in the future to see how it is working.

50/07 Any Other Business

None

Date of Next Meeting:

20th September 2007
1400-1600
Conference Room, HQ