

## **London Ambulance Service Unison Branch Committee Meeting**

11<sup>th</sup> July 2006 10.30 hrs – conference Room LAS HQ

**Present:** Eric Roberts – Branch Secretary  
Eddie Brand – Chair  
Phil Thompson – Regional Organiser  
George Achilles – Treasurer  
Ian Lee – Health and Safety Officer  
Mark Belkin – Education Officer  
John Gough – Labour Link Officer  
Michael Apps – Retired Members Officer  
Peter Hannell – Membership/Pensions Officer  
Dave Smith – Equal Opportunities Officer  
Harry Day – Training  
Sarah Hardy – Vice Chair  
Joe Easterbrook – EOC  
Claudette McNaughton – EOC  
Richard Chow – EOC  
Mark Lione – East Central Sector  
Gary Edwards – West Sector  
Dave Lamey – South West Sector  
Karen Walling – West Sector  
Rob Mathews – North West Sector  
John Whiting – North East Sector  
Julie Shirt – North East Sector

**Apologies:** Andrea Shields  
Nadine Poonawala  
Paul O’Neil  
Rob Sydney

- The Committee observed a one minute silence in commemoration of Bryan Arnold (former treasurer LAS Unison).

### **Previous Minutes**

- Minutes from 13th June **Agreed** as a true record.

### **Matters arising**

- None

### **Branch Secretary's report (ER)**

- Copy of Bryan Arnold's Order of Service distributed to committee members. Funeral details discussed.
- Discussed the email from JE to Caron Hitchen, John Hopson and ER (15<sup>th</sup> June 2006) and also the motion that was passed at Committee held on 13<sup>th</sup> June. ER has not received a written statement from JE and PL apologising, repudiating and withdrawing their circular of the 14<sup>th</sup> May as per the agreement made by the Committee. JE felt that his email to CH, JH and ER had covered what had been asked of him. There was a long debate. Some members calling for the 15<sup>th</sup> June email to be re-written and some willing to accept it on face value to move things on. HD expressed concern about the divisive nature of this on the branch and proposed "that the Committee note the email but that the Branch Secretary write to the Service in addition to it, repudiating and withdrawing all actions in the 14<sup>th</sup> May letter to EOC staff and that JE sign it in agreement" **This was unanimously agreed.**

### **Agenda For Change (ER)**

- Two bulletins have been issued; one is a question and answer bulletin about the A&C consultancy meeting with Peter Bradley and one is regarding the Loggist position in EOC and application details.
- A bulletin on how to appeal and the appeal process is being prepared.
- Appeals are now underway. This marks the end of the implementation of AFC and now we will be able to concentrate more on KSF, modernisation and also work towards a meal break agreement.
- JE raised the concern that the EMDs who have chosen to opt out of AFC have been told that they will have no pay review and asked if a pay review body could be set up for them. PT replied that there are no mechanisms outside AFC and that Whitley Council no longer exists. ER added that the wording of the agreement allowing EMDs to opt out has stayed the same; that those deciding to opt out of AFC can remain on their current terms and conditions. He reminded the Committee that the 'opt out' was agreed at the insistence of the senior EOC representatives. It would be easier to handle if everyone opted in to AFC. JE replied that many of those affected worked overtime at double time to make ends meet and would lose out financially by opting in. ER replied that it would be easier to help the affected members of staff if they opted into AFC where the union had negotiation rights and influence. ER also stated that there could not be two different pay determination systems running parallel as it runs contrary to equal pay. JE requested that an appeal be made by the branch on the evaluation outcome of EMD2s ER replied that he had put in an appeal for every group of staff in EOC. JE queried the location of 2½% that has been allocated to every member of staff under AFC. ER stated that the pay increase was under AFC and not Whitley.

- RM requested an update on meal breaks. ER replied that a working group is to be set up very soon to discuss options.
- ML requested update on bank workers; ER replied that the Terms & Conditions group was still discussing this issue. A financial option report would be looked at and discussed at the next meeting. This gave options on how bank staff would be paid and at what rates. The Committee would be updated at the next meeting.

### **Health and Safety (IL)**

- New vehicles have bigger cab with increased leg and head room
- Pegasus t – beds have been updated
- Trolley bed covers under negotiation.
- FRUs. There is an issue about cleaning.
- Manual handling policy still to be distributed by management.
- In September there will be a visit from HSE to A+E working group.
- Reporting on LA52/LA277 dropped by 40%. Reasons for this are being investigated.
- JG commented that there is still no table for transporting equipment with ITU patients.

### **Treasurer (GA)**

- Half yearly report to be distributed at the next meeting.

### **Education (MB)**

- Confirmed with Committee attendees of the Stewards Introductory Course 17<sup>th</sup>, 18<sup>th</sup> and 24<sup>th</sup> July.

### **Labour Link (JG)**

- Nothing to report.

### **Equalities (DS)**

- Raised concern about age discrimination and white work opportunities.

### **Retired Members (MA)**

- The closing date for attendance at the Retired Members conference was June and three retired members have applied under the agreed criteria. The Committee **agreed** those applications.

### **Recruitment (PH).**

- PH reported that recruitment was good in all areas that our representatives were active and now is the time to move into the under-represented staff groups. A list of new members should be circulated at the next meeting.

### **Pensions (PH)**

- It was noted that the Unison Health Service Group Executive had voted to recommend acceptance of the NHS Pension Deals at their meeting on 29<sup>th</sup> June 2006. More details will be circulated as soon as possible.
- RM raised the issue of career breaks and the effects that this would have on an individual's pension scheme. PH advised that those who may be effected seek advice from the Service's Pension Officer.

### **EOC (JE)**

- JE reported on major shortages in the workforce.
- Annual elections for the EOC representatives will be finalised soon and the result will be sent to the Branch Secretary.

### **Regional Officer's report (PT).**

- The third day of the One Step Ahead course will be held on 21<sup>st</sup> September 2006. Letters will be sent to assist in time off arrangements.

### **Staff Council (EB).**

- It was reported that the Staff Council will be held on 20<sup>th</sup> July 2006.

### **AOB**

- JG raised the issue of the EMT 4 course and the implication that it was to be on a 'pass or fail' basis. He was concerned that this would disadvantage some staff who had not studied for some time and that they would lose out financially. ER replied that there had to be a clear distinction between an EMT 4 and a EMT 3 because of the difference in salary and the different AfC band. The difference had to be real and therefore the course and the standard to reach within the course also had to be real. ER also stated that it was not expected that staff would 'fail' as the course is there to enhance the skills already held. It was important though that all staff are supported throughout and an agreement will be confirmed soon regarding support for staff who do not reach the standard and the help in place to allow them to retake any parts that they were weak or not sure on. If a member of staff continues to fall short of the standard a meeting will be set up between the AfC leads and the training school to try to resolve the issue. The worst case scenario will be a capability hearing
- PH gave a diabetes update: The Disability Rights Commission are going to request that the DVLA Medical Advisory Panel remove the wording around recommending that ambulance workers should be prevented from driving in emergency situations if they have IDD. The DRC feel that this is against the spirit of the DDA extensions 2004.

**Date of next meeting: 8<sup>th</sup> August 2006 (This may be moved on account of holidays etc)**