

## London Ambulance Service Unison Branch Committee Meeting

15<sup>th</sup> February 2011 1030hrs – Conference Room LAS HQ

**Present:** Eric Roberts - Branch Secretary  
 Eddie Brand – Branch Chair  
 Sarah Hardy – Vice Chair  
 Mark Lione – Membership Officer  
 Michael Apps – Retired Members Officer  
 Pete Hannell – Equalities & Pensions Officer  
 Mark Belkin – Education Officer  
 Rob Sydney – Communications Officer  
 Paul O'Neill – Minute Secretary  
 Dave Smith – North East Sector  
 Brian Robinson – East Central Sector  
 Rob Matthews – North West Sector  
 Hannah Curror – West Sector  
 Gary Edwards – West Sector  
 Dave Lamey – South West Sector  
 Richard Chow - EOC

**Apologies:** Ian Lee  
 William Leaning  
 Julie Shirt  
 Andrea Gibbs  
 Phil Thompson  
 Tim Stephens  
 Claudette McNaughton  
 George Achilles

| Introductions and Welcome  | Action |
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| <p><b>Previous Minutes</b></p> <ul style="list-style-type: none"> <li>- Minutes from Committee Meeting held on 11<sup>th</sup> January 2011 <u>agreed</u> as a true record.</li> </ul>   | Agreed |
| <p><b>Matters arising</b></p> <ul style="list-style-type: none"> <li>- Health &amp; Safety - WL has met with Tony Crabtree</li> <li>- Health &amp; Safety – EB has contacted Jason Killens regarding responding on audible &amp; visual warnings to uncategorised calls.</li> </ul>  |        |
| <p><b>Branch Secretary's report (ER)</b></p> <ul style="list-style-type: none"> <li>- Legal report and running total of compensation distributed. There has been no compensation awarded to LAS Unison branch members since the last meeting. Running total of compensation from March 2010 is £71,938.45p. <u>£1,630,067.06p</u> of compensation has been obtained by the branch on behalf of its members since 1999. Seven legal forms have been processed since the last meeting.</li> <li>- Unison National Conference 2011 branch delegates agreed by committee they will be Andrea Gibbs and Gary Edwards</li> <li>- Rest break agreement review – Letter from ER to Steve Sale distributed which outlined the OPF Staff Side response regarding the Rest Break Agreement review.</li> <li>- ECP update and pay protection – There are two issues that the Branch is pursuing: Overtime Restrictions and Pay Protection.</li> <li>- The Branch will call a meeting of ECP members shortly.</li> <li>- Unison Health Care Branch Update regarding the government's plans to railroad through</li> </ul> | Agreed |

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| <p>NHS plans.</p> <ul style="list-style-type: none"> <li>- London Assembly review of the London Ambulance Service. The Mayor of London and the Assembly would like to have a greater say in the running of the London Ambulance Service.</li> <li>- Abolition of the default retirement age – Report to the UNISON Staffing committee distributed.</li> <li>- The NHS employers have tabled a proposal that all time worked on the extra Bank Holiday of the Royal Wedding would be paid at plain time rates. This is in contradiction to what is stated in The NHS Terms and Conditions Handbook that all hours attract unsocial hour's payments for all hours worked on public holidays. ER will contact management for an LAS position.</li> <li>- Hazards 2011 Conference – Sponsorship <u>agreed</u> by committee.</li> <li>- Regional Retired Members annual delegates meeting - Has been subject to a change of venue and date. It will now be held on 18<sup>th</sup> February at ULU, Upper Hall, 3<sup>rd</sup> Floor, Mallet St</li> </ul> | Agreed     |
| <p><b>Partnership Forum/Constitution (ER)</b></p> <ul style="list-style-type: none"> <li>- No report.</li> </ul> <p><b>Foundation Trust Update</b></p> <ul style="list-style-type: none"> <li>- No report.</li> </ul>   |            |
| <p><b>Branch Officer Reports:-</b></p> <p><b>Communication (RS)</b></p> <ul style="list-style-type: none"> <li>- No report.</li> </ul>  |            |
| <p><b>Retired Members (MA)</b></p> <ul style="list-style-type: none"> <li>- MA informed the committee of the passing away of John McHattie who was a former LAS NUPE Branch Secretary. Our sympathies go out to his family.</li> <li>- Mail outs regarding the Branch AGM and march for public services completed.</li> <li>- 'Interactive' the newsletter for retired members distributed.</li> <li>- Computer issues hindering aspects of role. MA to discuss with RS outside of meeting.</li> </ul>  | RS         |
| <p><b>Health and Safety (WL)</b></p> <ul style="list-style-type: none"> <li>- No report.</li> </ul>   |            |
| <p><b>Membership (ML)</b></p> <ul style="list-style-type: none"> <li>- New members applied to join the Branch – All <u>Agreed</u> by committee.</li> <li>- Numerous updates of member's personal details – Thanks to all who passed on details.</li> </ul>  | ML to deal |
| <p><b>Treasurer (GA)</b></p> <ul style="list-style-type: none"> <li>- As a result of the recent audit, any claims for travel cost reimbursement must be submitted with a receipt or ticket. If not then no payment can be made.</li> <li>- All cheques need to be cashed promptly to maintain up to date branch accounts.</li> <li>- Annual accounts completed and will be tabled at next Branch Committee for agreement to go to AGM.</li> </ul>   |            |
| <p><b>PTS (GE)</b></p> <ul style="list-style-type: none"> <li>- The Royal Brompton contract was retained by the private company 'Caring for You'.</li> </ul>  |            |
| <p><b>Welfare (AG)</b></p> <ul style="list-style-type: none"> <li>- No report.</li> </ul>   |            |

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| <p><b>EOC (RC)</b></p> <ul style="list-style-type: none"> <li>- Command Point training began in January.</li> <li>- Event control room at Bow has gone live. It was first used for the NYE 2011 celebrations.</li> </ul> |  |
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| <ul style="list-style-type: none"> <li>- Problems have arisen where UOC staff have been redeployed within EOC and EOC Resource Centre.</li> </ul>  |    |
| <p><b>Equalities (PH)</b></p> <ul style="list-style-type: none"> <li>- Only 1.7% of female LAS employees are on Band 7 or above. There are also not enough female Paramedics within the trust. The number of female employees drops each with each spine point.</li> <li>- 1 in 7 staff are currently on MAP. Not just an issue with the policy itself but also in the training of managers and the content of the guidance notes, this needs addressing.</li> </ul>   |    |
| <p><b>Education (MB)</b></p> <ul style="list-style-type: none"> <li>- A successful stewards course was run in November MB thanks all who contributed to its success.</li> <li>- Health &amp; Safety Course hopefully to be held after April. Courses are now 5 days in length and include H&amp;S courses part 1 and 2 and the Risk Assessment Course. Dates to be confirmed post elections. If there are any current H&amp;S reps who have not attended a course then they must do in order to become accredited and conform to the H&amp;S Partnership Agreement.</li> </ul>   |    |
| <p><b>Labour Link</b></p> <ul style="list-style-type: none"> <li>- No report.</li> </ul>   |    |
| <p><b>Pensions (PH)</b></p> <ul style="list-style-type: none"> <li>- Protect Our Pensions report distributed.</li> <li>- Scrapping of default retirement age. We currently do not have a Retirement Policy. As it stands staff are written to 8 months before their 65<sup>th</sup> birthday to see if they wish to work beyond their 65<sup>th</sup> birthday. The change would be is that it would be assumed that they would work past 65. PH is currently working with Ann Ball in order to put a Retirement FAQ page on 'The Pulse' as well as a Retirement Policy.</li> <li>- Pension cuts should not be underestimated. Paramedics at the top of Band 5 are contributing an extra £1200 a year in order to receive the same pension benefit.</li> <li>- Hutton Report is due out imminently.</li> </ul> |    |
| <p><b>Regional Organiser (PT)</b></p> <ul style="list-style-type: none"> <li>- Congratulations to all Branch Officers. Everyone nominated has retained their post unopposed. The vacant Labour Link Officer post has also been filled.</li> </ul>  |    |
| <p><b>Staff Council (EB)</b></p> <ul style="list-style-type: none"> <li>- Meeting cancelled.</li> </ul>  |    |
| <p><b>Senior Sector/Area Representatives Reports</b></p> <ul style="list-style-type: none"> <li>- <b>North East</b> – 3 Suspensions 1 Disciplinary 0 Capability. Whipps Cross rota still not agreed</li> <li>- <b>East Central</b> – 0 Suspensions 0 Disciplinary. ? Poplar rota not yet finalised</li> <li>- <b>West</b> – 5 Suspensions 1 Capability 2 Investigations. ECP meetings ongoing</li> <li>- <b>Central</b> – Oval rota</li> <li>- <b>North West</b> – 1 Suspensions 0 Capability. Letters received by staff regarding individual performance are punitively written. ER to deal.</li> <li>- <b>South West</b> – 1 Suspension. ECP meeting. Issues around MAP.</li> </ul>  | ER |
| <p><b>AOB</b></p> <ul style="list-style-type: none"> <li>- Issue of skill mix and crewing of double Paramedic lines brought up for discussion by HC.</li> </ul>  | ER |

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| <p>RS stated that the East ADO has requested that this is not practiced. The committee debated the issues including ECA and A&amp;E Support roles. This will be discussed prior to the next OPF</p> |  |
| <p><b>Date of Next Meeting</b><br/>- 23<sup>rd</sup> March 2011 1500hrs at Union Jack Club SE1. This will be followed by the AGM</p>  |  |