

London Ambulance Service Unison Branch Committee Meeting

16th October 2007 1030hrs – Conference Room LAS HQ

Present: Eric Roberts - Branch Secretary
Eddie Brand – Chair
Sarah Hardy – Vice Chair
Phil Thompson – Unison Regional Organiser
George Achilles – Treasurer
Andrea Gibbs – Welfare Officer
Ian Lee – Health & Safety Officer
Mark Belkin – Education Officer
Dave Smith - Equal Opportunities Officer
John Gough – Labour Link Officer
Peter Hannell – Membership/Pensions Officer
Fred Philips – Assistant Membership Officer
Paul O’Neill – Minute Secretary
Richard Chow – EOC
Harry Day – Training Officer
Mark Lione – East Central Sector
John A Whiting – North East Sector
Clive Tombs – South East Sector
Rob Matthews – North West Sector
Nadine Poonawala – North West Sector
David Lamey – South West Sector
Gary Edwards – West Sector
Karen Walling – West Sector

Apologies: Julie Shirt
Michael Apps
Claudette McNaughton
Rob Sydney

Introductions and Welcome	Action
Previous Minutes - Minutes from 14 th June 2007 <u>agreed</u> as a true record.	Agreed
Matters arising - AfC Bank Holidays – On agenda - Pregnant staff restricted duties – On going, ER taking to Joint Secretaries.	

<p>Branch Secretary's report (ER)</p> <ul style="list-style-type: none"> - Legal report and running total of compensation distributed. - Letter from Martin Flaherty regarding LAS staff who are insulin dependant diabetics. Covered by PH - Pay ballot results. - Demonstration on 3rd November in central - London NHS Together - NHS Pensions – Good agreement reached. Urge members not part of the scheme to join before April 2008 or face possibility of extra five years work. - Unsocial hours, it is being considered nationally to keep Ambulance sector staff on the conditions that are currently in place. - Reporting racism hotline. - NHS Fraud. - Rebuilding Cuba's ambulance service. - Renewal of affiliation to Trade Union Friends of Search Light, £50. - Lord Darzi's NHS next stage review: "Our NHS Our Future" - National Ambulance Partnership Forum pack distributed. - Unison Ambulance Sector rejected the NAPF rest/meal break proposals - back for discussion. <p>GMB / ASU / T&GWU</p> <ul style="list-style-type: none"> - ER spoke about the ASU / GMB merger, the T&G and the recent implosion of the ASU. CT mentioned that ex-ASU but now T&G activists are operating in the SE Sector. PT stated that the branch will have to support CT in the SE and that building a trade union on non trade union principles was obviously never going to work – Traditionally Unison London has had a good working relationship with T&G but that may change due to their acceptance of ASU into membership. 	<p>Agreed/GA</p>
<p>Agenda for Change</p> <ul style="list-style-type: none"> - Clarification over the bank holiday working agreements still at NHS Staff Council. - Back pay for staff who have left the LAS since post AfC was still an issue. <p>Workforce Planning</p> <ul style="list-style-type: none"> - No report. 	
<p>Retired Members (MA)</p> <ul style="list-style-type: none"> - No report. 	
<p>Health and Safety (JW)</p> <p>A verbal report was given which included:</p> <ul style="list-style-type: none"> - Musculoskeletal disorders (MSDs) caused by manual handling, twisting bending. - Manual Handling Policy. - New A&E vehicle procurement. - Manger Elks. - Policy and Procedures for conveying patients in FRU's. - Trial a motorised trolley bed in the near future. 	<p>IL / Corp H&S</p>

<ul style="list-style-type: none"> - FRU driver training 	
<p>Membership (PH)</p> <ul style="list-style-type: none"> - List of new members distributed and discussed. The committee <u>agreed</u> the list of new members. - GA stated that Unison head office has differing addresses for some members. - Most of the issues regarding addresses will be rectified when the branch has access to the RMS system. However there is a continuous 6 day course to operate the RMS which is difficult to fit in to the secretary's and membership officers' busy schedule. 	
<p>Treasurer (GA)</p> <ul style="list-style-type: none"> - Any claims that were sent to GA whilst he was away have been processed. - Hotels for 2008 conferences have been provisionally booked. 	
<p>PTS (GE)</p> <ul style="list-style-type: none"> - Tender for UCLH contract is ongoing. - St Pancras contract has resulted in six staff that need to be redeployed. - Kingston contract is now between LAS and DHL. - St Bartholomew's renal contract with LAS. - Bid for Whipps Cross contract submitted on 13th October. - Homerton and Ealing contract gone to Medical Services, Royal Free and Whittington gone to M&L. - Recent Press issue of Parkwood who had the Royal Free contract taking a patient on a 3½ hour journey when home address was 10 minutes away. 	
<p>Diabetic Staff (PH)</p> <ul style="list-style-type: none"> - PH spoke about the successful campaign to protect the conditions of Insulin dependant LAS staff. "It was a very long road which began in August 2005. With the support of this branch, Unison and Thompson's solicitors, we were prepared to take this case of discrimination to Industrial tribunal on 10th September 2007. However on 31st August Thompson's instructed us that the LAS had instructed them stating that they wished to settle out of court accepting that they had committed a number of errors in respect of our members in contrary to the Disability Discrimination Act 2005. An open letter was sent to ER confirming the LAS position. In addition to undertaking individual assessments of each of our seven claimants, a policy on the future handling of Insulin treated diabetics will be written and considerable compensation will be paid to each of our members. We expect that all seven will be back on emergency driving duties by this Christmas. They will have to undergo a period of electronic glycaemic monitoring in line with provisions made for our colleagues in the Fire Brigade and Police Service. This, in my view, is proper union work and was a real team effort with the help from all the sector reps in assisting me". 	
<p>EOC (RC)</p> <ul style="list-style-type: none"> - Elections for EOC sector reps. UOC and CTA yet to be decided. Unable to accredit deputies. Branch Committee told that JE has stood down as senior representative although nothing official has come from JE to confirm that. 	

<ul style="list-style-type: none"> - Part time workers – shift includes meal break. WTD allows 11½ hours between shifts. - DMC causing problems regarding size of room they are using. - Flea infestation within EOC. 	IL to deal
<p>Equalities (DS)</p> <ul style="list-style-type: none"> - On the 1st October 2007 the three equality commissions (Commission for Racial Equality, Disability Rights Commission & Equal Opportunities Commission) merged into the new Equality and Human Rights Commission. 	
<p>Education (MB)</p> <ul style="list-style-type: none"> - Union representative's course for new stewards is planned for the 12/13th December however this may be postponed till Jan/Feb due to winter pressures. 12 students are required to run the course and will either be at Friends House or Britannia Studios. - Book grant still going well, it was agreed that members will be able to apply every year. 	Agreed
<p>Labour Link (JG)</p> <ul style="list-style-type: none"> - JG attended London Region Labour Link meeting, where there was talk of an early general election but obviously no longer as recent events suggest. - Labour Link will be operating a stall at the up coming training day. - Rachel Voller extends thanks those who voted for her at the recent ballot. - It is only £1 a month for Unison members to become a member of the Labour Party. 	
<p>Pensions (PH)</p> <ul style="list-style-type: none"> - Unison has fought long and hard to protect our pension rights and have achieved a fantastic deal for its members. The old scheme, which members can stay in, is based on the best year of the last three years, and the new scheme is based on the average of the best three consecutive years of the last ten worked. Those looking to retire in the near future should contact payroll for a pension quote. The Branch will request workshops around the Service to explain the new pension rules to staff. 	
<p>Welfare (AS)</p> <ul style="list-style-type: none"> - No report. 	
<p>Regional Organiser (PT)</p> <ul style="list-style-type: none"> - Reminder of the Regional Health Training Day, every Unison Health Branch attending. - Begin planning for AGM and branch elections. 	
<p>Staff Council (EB)</p> <ul style="list-style-type: none"> - No report. 	
<p>AOB</p> <ul style="list-style-type: none"> - DL – EMT 1 staff have been written to advising them of the opportunity to attend an EMT bridging course to EMT2/3 grade. Advised they would be on the B Rota until replaced. ER stated that this had been agreed and a line 	

<p>drawn under current B Relief staff. New EMT2s not under agreement. ER to seek exception in these particular staff because of extraordinary circumstances.</p> <p>AOB (cont)</p> <ul style="list-style-type: none"> - JG - ? Front end model trial at New Malden, no representatives consulted at some complexes. Three complexes required for the trial. ER stated that the trials would be voluntary, and spoke about the necessity of working for a successful service and that it was vital all staff are involved in any trial and had a say in decision making at local level. <p>The committee then discussed at length the Front End model implementation.</p>	<p>ER/Staff council</p>
<p>Date of Next Meeting</p> <ul style="list-style-type: none"> - 13th November 2007. 	