

London Ambulance Service Unison Branch Committee Meeting

9th June 2009 1030hrs – Conference Room LAS HQ

Present:

- Eric Roberts - Branch Secretary
- Eddie Brand – Chair
- Phil Thompson – Regional Organiser
- George Achillies - Treasurer
- Sarah Hardy – Vice Chair
- Ian Lee – Health & Safety Officer
- Andrea Gibbs – Welfare Officer
- Michael Apps – Retired Members Officer
- Mark Lione – Membership Officer
- Mark Belkin – Education Officer
- John Gough – Unison Labour Link
- Peter Hannell – Equalities/Pensions Officer
- Paul O'Neill – Minute Secretary
- Richard Chow – EOC
- Dave Lamey – South West Sector
- Brian Robinson – East Central Sector
- Tim Stephens – Central Sector
- Julie Shirt – North East Sector
- Dave Smith – North East Sector
- Rob Matthews – North West Sector
- Katherine Angus – North West Sector
- Gary Edwards – West Sector
- Karen Walling – West Sector

Apologies:

- Rob Sydney
- Claudette McNaughton
- Claire Hodgson

<p>Introductions and Welcome</p> <p>EB welcomed back John Gough and new committee members Katherine Angus who takes up the North West sector female seat and Brian Robinson who takes up the East Central sector male seat.</p>	<p>Action</p>
<p>Previous Minutes</p> <ul style="list-style-type: none"> - Minutes from 12th May 2009 <u>agreed</u> as a true record. 	<p>Agreed</p>
<p>Matters arising</p> <ul style="list-style-type: none"> - None 	

<p>Branch Secretary's report (ER)</p> <ul style="list-style-type: none"> - Legal report and running total of compensation distributed. Compensation totaling £10,000 has been awarded to LAS Unison branch members since March 2009. Compensation totaling £1,367,438.33p has been obtained by the branch on behalf of its members since 1999. Five legal forms have been processed since the previous branch meeting. - Accrual of annual leave during long term sick. - Regional Health Committee Health Training conference taking place on 7th October 2009. - Appeal for sponsorship of the Children's Magical Taxi Tour. £500 proposed. - Retirement function grant request received for Training Officer John Williams from New Malden Training Centre. The committee agreed the request in principal however would like more information on the function. - Independent Safeguarding Authority update. The ISA came about as a result of recommendations made by the inquiry into the Soham murders. ISA will be added to the agenda. Its introduction has been delayed until July 2010. Unison is continuing to campaign around the cost of registration, duplication of regulation and the right to a fair hearing. 	<p>Agreed/GA</p> <p>Agreed/DL</p>
<p>Constitution & Partnership Forum/ (ER)</p> <ul style="list-style-type: none"> - ER and EB have finished meeting with the new/re-elected Senior Sector staff side representatives and Sector Committees. Meeting dates for Forums etc can now be planned. - Partnership meeting at Excel. - A joint partnership bid of £12,900 to research new/more appropriate ways into measuring ambulance service performance has been won. Hopefully this can trigger a move away from A&E response times being used as the sole measure. - Still waiting for a date for the Terms and Conditions working group to meet. - Still waiting to hear if PPed/APPed will be paid for mentoring/supervising whilst students are on an official placement with them. <p>Foundation Trust Update</p> <ul style="list-style-type: none"> - Minutes from Foundation Trust Programme Board meeting held on 31st March distributed. - Waiting for results from the staff/ public consultation. 	
<p>Branch Officer Reports:-</p> <p>Communication (RS)</p> <ul style="list-style-type: none"> - No report. 	
<p>Retired Members (MA)</p> <ul style="list-style-type: none"> - MA gave a verbal report. - Invited to Greater London Region retired members seminar. - Unison Retired member's newsletter. - Details of 50+ Healthcare Plan sent to members. 	
<p>Health and Safety (IL)</p> <ul style="list-style-type: none"> - Ambulance Infection Control Guidelines. IL highlighted three points; aseptic cannulation, wearing of gloves and linen. - Emergency speed dial number for ECA/FRU phones. - Body armour going out to tender. - Mangar Elks still sitting in stores. - Report given to Phil Thompson regarding MRU. - Meeting with HSE regarding risk assessment and manual handling. - RM asked about the Stress Management group. IL will investigate 	

<p>Membership (ML)</p> <ul style="list-style-type: none"> - List of new members distributed - New members agreed. - ER thanked all who were involved in recruiting at the Training Centre's. - Please note the new number for the Membership Officer. It is available on the branch website. 	<p>Agreed</p>
<p>Treasurer (GA)</p> <ul style="list-style-type: none"> - For those attending the National Conference in Brighton the hotel will be the Jury's Inn. 	
<p>PTS (GE)</p> <ul style="list-style-type: none"> - No report. 	
<p>Welfare (AS)</p> <ul style="list-style-type: none"> - No report. 	
<p>EOC (RC)</p> <ul style="list-style-type: none"> - CAD 2010 project is progressing well. Gazetteers still not finished. Trying to agree training strategy for June-October 2010. - EOC refurbishment beginning in dispatch. - Report given regarding breakdown of watches regarding union. 	
<p>Diversity/Equalities (PH)</p> <ul style="list-style-type: none"> - PH met with LAS equalities manager Janice Markey to review the 2008/9 annual equality report. It is available to view on 'The Pulse'. In the last financial year there were 640 new starters in the LAS. 80 were BME staff and 293 were female. The workforce profile for these two groups shows a slow but steady increase. The LAS employs 9% BME staff way short of the 2001 Greater London census figure of 28.8% and 41% female staff which is also short of the 51% female population from the same census. Analysis of these figures shows three interesting characteristics. Firstly half of all BME staff have two years or less service. This may be down to the LAS targeting recruitment of these groups in papers such as 'The Voice' and other areas. The importance of maintaining and increasing BME staff in employment is essential if we are to have a service representative of the population we serve. Secondly, the amount of female staff decreases alarmingly once they reach the 30-41 year age bracket. One reason for this could be the lack of flexibility around childcare issues. Senior managers have been asked to engage with females during their pregnancy to ensure everything is done to keep them in continued employment after the birth of their child. Flexible working legislation and changes in maternity and paternity pay/leave could re-dress this imbalance but the service must be willing to be flexible locally. Thirdly of all staff on Band 7 and above only 11.1% are female. As 41% of staff are female this is considerable under representation and specific action is required to address this. - The LAS has affiliated with Stonewall. - We have recommended joint working with the LFB on the Notting Hill carnival and Gay pride as they already have a float organised. - We are seeking to publicly support the Notting Hill Carnival in August, Black History month in October, Inter Faith week 15-21 November, LGBT History month February 2010 and International Women's Day 8th March and International Day against Homophobia 17th May 2010. We have asked for funding centrally to assist with the promotion of these events. - Former NW female seat of this branch Nadine Poonawala has been elected onto the women's seat of the Greater London Unison LGBT committee and will be attending the National Unison LGBT conference in November 2009. 	
<p>Education (MB)</p> <ul style="list-style-type: none"> - Introductory steward's course proved to be a success. - New dates for the Grievance and Disciplinary Course are 6th & 7th July 2009. - MB reported that there have been issues getting representatives stood down to attend courses. 	
<p>Labour Link (JG)</p> <ul style="list-style-type: none"> - Greater London Region meeting. In light of recent MP's expense claims Jeremy Corbin MP wanted it known that London Members of Parliament were ineligible for second home 	

<p>payments.</p> <ul style="list-style-type: none"> - Report on the new Mayor of London's first year. - National Labour Link Forum to be in Manchester on 3rd/4th July 2009. 	
<p>Pensions (PH)</p> <ul style="list-style-type: none"> - Established staff will have one year in which to decide which NHS Pension scheme to choose. Either move onto the new scheme or stay in the current one. The accrual rate has not yet been decided. 	
<p>Regional Organiser (PT)</p> <ul style="list-style-type: none"> - PT gave a report on the Cuba Ambulance Control room appeal. - PT congratulated ER on his election to the National Executive Committee. The only ambulance worker on this committee. 	
<p>Staff Council (EB)</p> <ul style="list-style-type: none"> - Minutes from staff council not yet published 	
<p>AOB</p> <ul style="list-style-type: none"> - Request for sponsorship of the Dave Lewis Memorial Golf Tournament, taking place on 4th August 2009. Committee requested paperwork for the next meeting. 	
<p>Date of Next Meeting</p> <ul style="list-style-type: none"> - 14th July 2009 (subject to change due to REAP level.) 	