

PTS Sub Committee
18th April 2006 , 1400-1600
Pocock Street Meeting Room

MINUTES

Nic Daw	Head of PTS (Chair)	Pocock Street
John Comerford	Regional Operations Manager	Pocock Street
Mo Akbar	Staff Side Rep , G.M.B.	Whipps Cross
Chris Roast	Staff Side Rep (NW)	Chase Farm
Eddie Brand	Staff side Chair	Romford
Louise Pattison (minutes)		HQ, Waterloo

Action

01/06 Apologies

An apology was received from Gary Bowyer.

02/06 Previous Minutes

EB requested that his statement of 23/05 should state that the extra subsidiary break is 20minutes, not 15 minutes.

03/06 Agenda for Change

ND stated that rota changes have occurred in some places. Others which haven't been done are mainly because of staff issues. Currently approximately 50% of stations have started on the new rota. The managers need to be told straight out – “you will implement the new rotas”. Staff have the issue that as there is an unpaid meal break, it seems to them like they are working an extra half hour a day, but in reality it's the same.

ND then noted that he had spoken to Tony Crabtree regarding back pay. It was confirmed that back pay would go through with May's pay. The data to calculate the back pay comes off IPS – the same as for A&E. He also explained that there is some confusion among staff, as you will only receive payment if you have worked the full week. Back pay is calculated from May 2005 through to November 30th, 2005, is pro rata, and currently is only applying to Ambulance Person's.

MA displayed his concern that coordinators should have had their back pay by now; and ND explained that because APs are a large group, their back pay is easier to calculate. As coordinators failed their profile, they will take a lot longer. He then explained that

there are only about six more posts to be evaluated, then there is only assimilation and back pay to go.

ND agreed with concerns that communication has been bad, and that A&E notices need a part devoted to PTS.

EB enquired about annual leave changes, and ND explained that this needs to be readjusted by individual HR officers. The option was given last year for staff to take their extra annual leave as pay. An official agreement regarding annual leave payments will be sought at the Terms and Conditions meeting on how to move forward.

CR asked how leave was calculated with the new rotas. EB stated that if you were rostered to work a 12 hour shift, then you would be taking 11 ½ hours leave. ND expanded by saying that if this day was on a bank holiday, then it would be a straight 7 ½ hours leave.

CR then enquired what provision there is during bank holidays for unsocial payments. ND established that throughout the NHS, every quarter the unsocial hours payments were examined and calculated retrospectively.

MA commented that some staff thought that they could expect to get overtime for working Sundays.

ND explained that when PTS were first asked to help out A&E, A&E hadn't been assimilated, and it wasn't fair for the A&E staff to receive overtime while working alongside PTS staff who were receiving normal time. Therefore, it was said that they would be stood down during the week, and their rostered hours changed to include the Sunday. Now this is not applicable. He described that if you work a rostered weekend, it gets paid as unsocial hours, and if you come in on an unrostered weekend, it is overtime.

04/06 New Bromley Contract

ND announced that the new Bromley contract was quite a coup, as the LAS had beaten some big competitors. He proposed that Bromley be used as a trial. The Ambulance Persons from Southern PTS would join the Urgent Care department, whilst more mainstream PTS drivers would be recruited. He stated that approximately 70% of patients are walking patients, and therefore APs aren't necessarily always needed. The plan is to buy back labour from Urgent Care AP double crews when needed. Cluster planners will plan how many crews they need to buy for each following day. From this process other sectors shouldn't be pulled down to Bromley so often, as Urgent Care will be there to assist.

ND stated that there will be very little extra training needed to go from AP to UC. The training will not be additional enough to need a change in the job description.

ND then announced that this trial would start in Mid-May or the beginning of June, and will last for approximately eight weeks. This process will save money for PTS and bring true integration between PTS and Urgent Care. If the process works then it will have positive ramifications for the whole of PTS. There will however be a need for a procedure to be in place to link UOC and Central Services more readily. He said that 51 new staff had been recruited for Bromley, and that results should be ready by the next meeting.

05/06 Any other business

Secondment

MA asked how long secondment should last, and why positions aren't advertised to find better, permanent staff.

ND answered that a secondment should be less than 12 months, however this wasn't resolved under the directorship of Mr Andrews. Legally, if someone had been in a position for several years, we would have a hard time not giving them the job.

Management Grades

ND announced that PTS management grades would be restructured to be reduced from four, to two tiers. Current managers will not be seen to be applying for their own jobs, as their jobs will no longer exist. Different jobs will be needed because the whole face of PTS is changing. Any posts which are currently vacant will go to temporary positions.

PTS Contracts

CR enquired whether there was any word on the condition of Chase Farm, and ND informed him that they had been given four months to improve performance.

MA asked about the condition of Whipps Cross, and was told that the LAS is trying to meet Whipps Cross in the middle.

JC told the group that the Chelsea and Westminster contract had been extended. Kingston was due for tender this year; and we are currently waiting for the specifications regarding the Royal Free contract.

ND stated that from now on, PTS will not start any contract without a signature on the contract.

New Replacements for R-registration vehicles

ND announced that the embargo has been taken off the replacement of vehicles, as the R-reg's cost more to repair than to replace.

Date of next meeting: 27th July 2006, 1400-1600
Conference Room