

London Ambulance Service NHS Trust

**Minutes of the Meeting of the
STAFF COUNCIL**

**Held on 20th November 2008
1100-1330 in the Conference Room, HQ**

<u>Chair:</u>	Eddie Brand – Staff Side Chair	Unison
	Caron Hitchen – Director of Human Resources & OD	HQ
	Phil Thompson – Trade Union Side Secretary	Unison
	Eric Roberts – Assistant Staff Side Secretary	Unison
	Martin Flaherty – Director of Operations	HQ
	Tony Crabtree – Assistant Director, Employee Support Services	HQ
	Steve Sale – Head of Workforce Modernisation	HQ
	Nic Daw – Head of PTS	Pocock Street
	Bob Buck	Amicus
	David Lamey	Unison
	Pete Hannell	Unison
	Richard Chow	Unison
	Richard Webber – Deputy Director of Operations	HQ
	Mark Lione	Unison
	Mike Dinan – Director of Finance	HQ
	Martin Cook – Acting ADO (South Area)	Deptford

In Attendance

Scott Velleman (Minutes) HQ

ACTION

38/08 Apologies for Absence

Tim Stephens
Gary Edwards
Peter Suter

39/08 Minutes of the Previous Meeting – 17th July 2008

Agreed

40/08 Matters Arising

40.01 Mileage Rates (34/08)

TC confirmed that he hasn't responded as yet and will reply to staff side outside the meeting.

41/08 Director of Operations – Report (Standing Item)

MF summarised the current situation regarding performance noting that cat A is at 73% year to date, and cat B is at 83% against a target of 95%. If the

targets are not met by the end of the financial year then the LAS would be labelled as a failing Trust. Workload has increased by 2.5% on last year and hospital handover times and other delays are causing problems. MF stated that he hopes to convince the commissioners of the need for hundreds of additional staff next year. This would bring the LAS into line with other ambulance trusts around the country in terms of staffing levels compared against workload.

ER felt it was very sad that the picture is so gloomy when the LAS is actually performing better than ever, and that management and staff side are working very hard together to achieve the LAS' targets.

MF added that there are four or five other trusts that are also struggling to hit their targets this year. He said that he would share the performance improvement plan with staff side and invite them to share their ideas.

CH stated that she is convinced that the right plans are in place to deliver sustainable good performance providing the right level of funding is given.

MD said that an important aim is to work towards getting the commissioners agreement to measuring the LAS on a three yearly basis rather than a yearly measure.

42/08 Director of Human Resources – Report (Standing Item)

CH said that the Recruitment Department has doubled in size since last year. Following this approximately 300 student paramedics have been recruited, 200 of which will have started training by the end of November. All of the recruits will be operational by May-June 2009.

The HPC visited the LAS in September to validate our paramedic training programme and facilities. The report is highly impressive and includes a commendation for the level of support the Trust provides to staff, particularly with the LINC scheme.

Other points to note are that a full Diversity team will be in place by 01/12/08; we have appointed Gill Heuchen as Assistant Director for Professional Education Development; and the Christmas pay date has been advertised as 23/12/08 with the January pay date remaining as 27/01/2009.

TC added that the flu vaccination clinics have been run again this year with the number of vaccines delivered increasing from approximately 230 in 2007 to 415 this year all of which were delivered by ECPs.

43/08 Director of Finance – Report (Standing Item)

MD reported that the Service's income for the financial year is £260million. He has planned for a surplus of £800k this year. Subsistence payments are still hitting £160k per month at present despite the introduction of rest breaks. A business case is being presented to the Trust Board next week to purchase another 100 ambulances; and the LAS can now borrow money from the Department of Health through the Bank of England and this facility will be used to part-fund CAD2010.

44/08 New Ways of Working (Standing Item)

CH stated that both complex away days have now taken place and the work streams are progressing with some visible outcomes shortly. A full implementation team is also now in place. Bill O'Neill and Lizzy Bovill will be invited to give a full update at the next meeting in February.

45/08 PTS Issues (Standing Item)

ND reported that Bromley and Queen Mary's Sidcup have both withdrawn from the London Procurement Programme (LPP) and negotiated a one year extension with the LAS. If a lot of additional business is obtained from the LPP it may present a challenge in terms of being ready to implement at short notice but discussions would be held with each of the hospitals concerned. The results of the LPP should be announced at the end of November.

In the West the Transport Operations Centre is up and running and the area is financially on target, however in the East delays to building work have affected financial performance. Overall PTS currently has a £400k deficit but plans are in place to break even by the end of the year.

30 new vehicles have been ordered. 5 will be arriving during Christmas week with the remainder following after.

46/08 Fleet Issues (Standing Item)

BB stated that Fleet staff are working flat out, although some recruitment has taken place which should help. BB stated he had ongoing concerns with the Fleet Review which he is talking to Chris Vale about.

47/08 Consultative Arrangements – Update and Transition

TC reported that a lot of work has been completed since the last meeting. Amicus has now signed the new constitution and T&G have stated that they've put their signed copy in the post, although it had not arrived by the start of this meeting. GMB have indicated that they will sign the constitution document but are first asking for a review of the seat allocation for their union. Additionally they have given a written apology

to management side but have not written to Unison as yet. TC proposed to hold a meeting of the Joint Secretaries on Monday 24/11/08 to discuss how to implement the rest of the consultative structure.

ER said he was very pleased that that Staff Council had met today as it sends out the right message that people want to work together to look after staff. ER also believed that the actions of those sat around the table have saved partnership working and thanked the senior management for holding firm on the integrity of the Staff Council.

48/08 Foundation Trust

MD reported that a programme board has been set up which is chaired by Peter Bradley. Staff side need to be invited to join the group. Most of the work required at this stage would have been carried out anyway within the 3-5 year plans. MD offered a fuller briefing on another date if required.

CH suggested that there should be a separate meeting with the Staff Council to talk about what's involved in becoming a Foundation Trust in more detail.

ER agreed.

49/08 Pandemic Flu

TC reported that pandemic flu planning has occupied a large part of the DH agenda. The LAS is expected to have a plan in place. TC asked if there has been any activity in the unions about this. He also noted that an away day will be planned regarding pandemic flu at some point.

ER was not aware of any union planning but happy to take part in an away day.

50/08 Olympics

TC said that a discussion on Olympics planning would be included with Foundation Trust discussions.

51/08 Annual Leave

SS stated that Gareth Hughes has been doing reconciliation between station records and Promis on what leave is to be carried over by staff into the new leave year. Once this work has been completed we will start looking at issues around where an annual leave year should start and end. A proposal would be that an anniversary such as a person's birthday is used as the trigger point. Consultants will be coming in to look at how this might work, following which a proposal will be presented to staff side.

Annual Leave (continued)

CH added that management and staff side will need to work together on how this idea would be communicated to staff.

Staff side agreed to the idea in principal noting the details will still need to be worked out.

52/08 Information Item: Corporate Health & Safety Minutes

TC stated that the latest minutes aren't available yet.

CH said that this item can be removed from future agendas and asked SV SV to make Foundation Trust a standing item.

Date of Next Meetings: 19th February 2008, 1100 – 1330 hours,
Conference Room, HQ