

# EAST MIDLANDS REGION

## REGIONAL INDUSTRIAL HEALTH SECTOR

Unite Derby Office, Pride Park, Derby

Tuesday 15 June 2010



### COMMITTEE

**Attendees:** Delegates: Andrew Clayworth; Liz McCormack; Mandy Amin; Jim Meikle; Sally Clare; Des Powe; Martin Taylor; Peter Lucas.

Garry Guye - Regional Officer

#### **24/10 Welcome & Introduction**

The meeting commenced at 10.15 am. The Chair welcomed delegates to the meeting and stated that this was the first meeting of the RISC following the general election and that the new Lib Con Coalition were going to make a number of cuts to the NHS, but at the same time we in Unite needed to express ourselves in terms of explaining what we do as Healthcare Professions and that we should all be defined as front line staff.

#### **25/10 Apologies for Absence**

Mary Poole, John Harbuz, Keith Miller

It was noted that Paula Mayne had resigned due to personal reasons and Beryl Douglas had now moved to the London and Eastern Region.

#### **26/10 Minutes of the Last Meeting**

The minutes of the last meeting held on 23<sup>rd</sup> March 2010 were approved as a true record.

#### **27/10 Matters Arising**

- (i) Reference to Minute 14/10/i - There still remains Vacancies on the Disability and LGBT Committees.

#### **28/10 Regional Industrial Report**

The Regional Officer reported on a number of issues including:

Matters discussed at the last SHA Meeting. We were now being invited to attend. The role of the SHA will change since the election of the new Govt.

Recently attended a session on QIPPS. This proved to be of immense value in terms of how Healthcare Professionals are valued at a time when the NHS is going through change and how Managers can influence and support employees in a positive way.

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Redundancies are being announced at every Trust within the Region. The numbers are not high, but taken in totality it clearly shows that cuts are being made. In some areas employers are looking to place a cap on the Redundancy Payment to £50,000 and this is contrary to the national agreement.

The Joint Trade Union Forum was regaining a better sense of purpose and had discussed the issue of MSC ISA – CRB Checks etc.

There were still a large number of organisational issues in terms of the need for more Reps at each workplace due the high volume of Grievances and Disciplinary cases.

On the other hand our membership within the region was showing an upward trend and good organisation also required Reps to make full use of the nationally agreed facilities agreement.

### **29/10 Delegates Industrial Reports**

Delegates reported on a number of activities around the region.

#### **Nottinghamshire**

Jim Meikle – reported on the recent Psychologist OAC meeting in Eastbourne. There is a major issue concerning Band 7 Psychologist who are being asked to supervise trainees and this is contrary to the guidance on Agenda for Change.

There is much anticipation of change. Membership of the OAC is patchy. That it would be advantageous if a Health Sector e-bulleting went direct to each Trust.

Des Powe – reported on a recent partnership meeting. There is reorganisation taking place within the Nottingham University Hospitals Trust which is leading to the management of change and posts are being disestablished. There is also an alarming increase in the number of Bullying cases.

Liz McCormack – reported on issues at Kings Mill Hospital. That they were going through workforce change. Band 7's in Pathology are being reduced to Band 6 and 7% cuts are being made. Her period of secondment is being extended to September and there is an urgent need for more Reps.

#### **Northamptonshire**

Peter Lucas – reported on issues associated with £21m cuts from the budget at Northampton General Hospital and the Transformation Programme which is not supported by Staff Side as it will impact against

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the community.

A new Redundancy Package is being negotiated. A 100% campaign is being developed. Northampton will be an MSC early implementer site. Privatisation discussions are taking place concerning SERCO in Pathology Service, meeting scheduled for 32nd June with Dave Fleming. Contact is being made with other NHS Reps within the Northamptonshire area.

### **Leicestershire**

Sally Clare – reported that reconfiguration was taking place at Leicester City PCT. There was a vacancy control panel in place. SALT posts are being changed and there are issues about what constitutes Suitable Alternative Employment.

We have no involvement in the Commissioning Arm and subsequently unable to deal with issues. The plans for the future are that they will either be TUPE'd to the Healthcare Trust or the Acute Trust.

Mandy Amin – reported on Leicestershire County PCT. Jobs are being disestablished. Stress levels are very high due to the uncertainty. There is a lack of consultation about changes to service delivery. Cut backs are being proposed on Training and Development.

### **Lincolnshire**

Martin Taylor – reported that Path Links Services had moved to Scunthorpe. The service at Grantham had been reduced. There is now a hold on sterile services which was due to shut. Switchboard services are currently being reviewed and are being considered for outsourcing.

### **30/10 Establishing Regional Industrial Strategy**

The Regional Officer referred to the Draft Strategy document he had prepared and circulated to delegates. Delegates made a number of amendments, including the point that the result of the General Election will bring about many changes to the Health Sector and this needs to be reflected in the Introduction. We needed to develop a very clear attitude to privatisation and how opposing it will be achieved. It must also be recognised that Reps can only do what they can as they also have day – jobs which is their first priority.

Within the context of the document, we should be looking to encourage members to move away from Check Off to Direct Debit.

We needed to encourage Young People to join and to become active. We also needed to look at recruiting Student Nurses into the Union.

**In Conclusion to invite Dave Fleming to the October RISC meeting and maintain the Strategy as a permanent item on the Agenda so**

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that the strategy can be reviewed and up dated accordingly.

### **31/10 Relevant Correspondence**

#### *Regional H&S Conference*

The Regional Officer advised delegates of the Regional H&S Conference scheduled for 13<sup>th</sup> October 2010 in Nottingham.

#### *Regional Young Members Committee*

The Regional Officer advised delegates of the need to nominate a Young Member to the Regional Young Members Committee that is being established. The Young members also need to attend the Young Members Conference on 10th July at the Derby Midlands Hotel.

**Jesica Leads was nominated from Northampton.**

#### *Political Seminar*

The Regional Officer referred to the Unite political Seminar in Durham from 7-10 July 2010. **Andrew Clayworth was nominated to attend.**

#### *Equalities*

The Regional Officer reported on Equality Committees within the Region and a number of activities in the next few months.

### **32/10 Regional Committee Delegate Report**

Nothing to report as he was unable to attend the last meeting.

### **33/10 Conference Delegates Report 2010**

A verbal report was received from A. Clayworth and M Amin. The conference was a success all the motions were agreed and some were composited. The most contentious motion related to Trident and this was passed by a narrow margin.

The motion on 100% campaign was also passed and this will be one of Unite's priorities moving forward.

The Rules Conference also agreed the Time table for the GS elections and the new format of the NEC.

### **34/10 Filling of Vacancies on OAC**

The Regional Officer explained how this vacancy had come about due to the non attendance of Paula Mayne.

**It was agreed to elect Mary Poole**

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### **35/10 Any Other Important Business**

- (i) Peter Lucas raised the issue of the Governments intention to attack Public Sector Pensions and that we needed to prepare for a campaign.
- (ii) Peter Lucas raised the issue of occupational sick pay being varied by Pay Roll Providers which is detrimental to members.

### **36/10 Date, Time & Venue of the next Meeting**

**Agreed: 12<sup>th</sup> October 2010. To commence at 10am. At the Unite Derby Office, Pride Park.**