**Present: Matt Buckley, Dawn Roberts, Jamie Sheridan, Sheila Stamp, Debbie Armiger, Kate Channon, Dawn Lovatt**

**Apologies: Elaine Taylor, Robert Redford, Vince Dobbs, Rod Heyward, Denis Way, Nick Armiger, Colin Todd, Andy Sroga, Chris Hanns**

**Minutes of the last meeting:**

Minutes from May meeting circulated.

Proposed as true account: Jamie

Seconded as true account: Branch

Signed as a true **account** .............yes.............

**Matters Arising:**

All matters arising had been dealt with: Email sent to David Castledine regards Elaine Taylor, also Keith Martin boiler makers fund along with further info being sought for John Wadsworth and diary order no response as yet probably due to snap election and congress

Called in at Grafton house 4/5 times not been anyone there emailed twice but as yet no response probably due to election. Email sent to Dave Godson today with a list of dates awaiting response, spoke in group with him yesterday where he gave an email to forward dates too. Now confirm Grafton House second floor 7pm start all members welcome and encouraged to attend.

**Correspondence:**

Read out to branch:

Equality Conference paperwork /motions/delegates

Motion for Equality conference1-4

1/. Have GMB put pressure on Tory's that no equalities rights as they stand can be removed since forming a coalition with DUP

2/. All sports venues should have disabled access

Motions submitted.

A thank you note read out from Boobie date for our donation.

**Branch Account:**

Expenses: Travel/Flowers/Pellacraft

Bank Statements: £6349.29

GMB Credit union £2011.15

Engage statement to date provided with £226.70 available to spend.

Cash payers at tonight's meeting. (2)

**WORKPLACE REPORTS**

**LPFT.**

Member 1

Attended sickness review meeting member working nights. No return to work interviews took place and no mention in her supervision made regarding her sickness level. Member states she on occasions only has one sleep day and one day off after a run of nights Negotiated a stage 2 formal sickness review

Member 2

Help and support given to member who had been informed by his manager that he could not have a graduated return to work following his extended sickness of 5 weeks. Negotiations took place and member was granted graduated return to work. Emailed George Georgiou GMB for Public sector pension advisor advice given regarding early retirement and how to work out your pension when in the last 3 years of working in the Trust is part time hours but has over 30 years at full time. Very helpful information given. Issues surrounding staff paying £1 to eat patient’s food no receipt given and no indications given as to where the money is going awaiting to see management regarding this issue

Member 3

Contacted by member regarding her sickness record. Had a car crash and has been told it could take up to 2 years before she recovers completely is not able to drive. To attend meeting with managers and HR on how to support her to return to work and stay there. Meeting set up for 31st May. Member to go on nights to aid with her transport difficulties in getting to work via the train this situation is to be reviewed in a months’ time. Dawn L to look at Access to Work

Member 4

Attended meeting on the 17th May to address issues regarding his appeal and to answer the NMC. Date for appeal still not arranged.

JCNC for May was cancelled agenda to be added to next meeting on 25th July

Member 5

Informed me that GMB union Line have helped her to make a claim under criminal injuries and states she is very happy with their help. She is still off sick and receiving treatment from Physio. Is considering taking claim further with a claim against the Trust.

Member 6

Thanks, the z60 branch for her help with applying for a tax rebate she received £60 very helpful.

Member 7

Successful in getting tier 1 Ill health retirement Thank You Dawn Roberts for all your help.

Housekeepers Witham Court

One to one meeting attended with member before consultation meeting on the 15th May Housekeepers have agreed to shift changes and they are to be implemented in 8 weeks’ issues regarding housekeepers schedule raised management to work with housekeepers to rectify this. New schedule will be under review for 3 months Issues also raised regarding Bank housekeepers to cover sickness as this no longer exists issue to be raised at the next JCNC. Bekki waiting for Brant Ward manager to state how many hours they are short on Brant before she can go out to advert for more housekeepers. Bekki stated that if she gets no answer from Di Wood house soon she will have to go to Alan Patterson to address this issue. Contacted by member who states the housekeepers are very confused and not sure what they agreed to in the last meeting with management. Further meeting set up for the 31st May to discuss their issues. Email sent to management regarding the schedules as the Housekeepers feel that the new shift pattern will not work unless the schedule is looked at. I have also email Ross for the minutes to the meeting held on the 14th May. Mins to meeting finally released

Member 8

Support given to start grievance process against the house keeper’s supervisor

Member 9

Support given with a parking ticket she received following parking at the LCH staff car park Contesting £30 fine. Support given as manager on Langworth Ward has told staff they will be given a generic locker for their personal items hand bags and such this could result in theft of items.

Pinch posters displayed at Witham Court staff room

Attended Health and Safety meeting in May Still have issues regarding the number of incidences aggression on staff at 156 since last Health and Safety meeting

Nursing Times

 Anne-Maria referencing it in her interview with NT

*‘the Trust is looking at introducing a pension opt-out scheme this summer, which would increase nurses’ annual salaries by around 9%, in a further bid to attract staff’*.

GMB to take an active and informed interest in this issue with immediate effect, to answer the questions that no doubt our members will have and what our role is going to be to protect the members best interest in this. Staff side meeting to take place on the 19th May to discuss this issue. Following email sent

Tony Kavanagh Richard Holmes

Associate Director of HR Staff Side Lead (UNISON steward/H & S rep)

Lincolnshire Partnership NHS Foundation Trust LPFT

Gervas House Unit 8, The Point

Long Leys Road Lions Way

Lincoln Sleaford

Lincs Lincs

LN1 1EJ NG34 8GG

24th May 2017

Dear Tony,

**Re: ‘Opt out’ of the NHS Pension Scheme**

As a staff side, we would like to register our concerns regards the Trust’s recent considerations to review and analyse the prospect of an ‘opt out’ of the NHS Pension Scheme.

As you are aware in a recent article in the Nursing Times (10th May 2017) the Director of Nursing, Anne-Maria Olphert was referenced as saying in an interview that the Trust were considering to improve their recruitment and retention of nursing staff, introducing a pension opt-out scheme this summer.

To date nothing has been raised at JCNC regards this, though it has been raised at the recently established Organizational Development Committee. The Trust’s Recruitment and Retention Lead, Ade Tamm’s at the meeting on the 20th March 2017 had requested a view on the possibility of staff opting out of pension contributions. It was proposed that all bands and professionals would have a choice to opt out of the Trust pension scheme.  The proposal would give individuals the option if they do not wish to pay 14% of their salary into a pension.  It should have been assumed here that it was purely a suggestion that would still have to go through JCNC for consideration by staff side, so nothing was set in stone.

Understandably all representative unions in LPFT were appalled when the suggestion of such changes appeared in a national publication before going through any due process or consideration of staff side. It is somewhat alarming that you have played this down as Chinese whispers and Anne-Maria at yesterday’s Organisational Development Committee (22nd May 2017) felt that the unions had miss-read the article.

Regards above all unions collectively would like to see another article written retracting Anne-Maria’s statement. Failing this that the Trust to put out a communication to all staff stating that there has been no formal discussions or proposals with staff side and that the article in the Nursing Times was an error. Similarly, if it can be added that the recognised trade unions’ voiced their objections immediately, that would be appreciated.

As you know the new 2015 NHS Pension Scheme reflects changes that were negotiated and fought hard over between the government and the NHS trade unions back in 2011. Since then, trade unions’ have sought to ensure that the pension regulations for the new scheme reflected the wording of the Proposed Final Agreement and that no changes that were not negotiated or originally agreed were included.

For the Trust to hope to follow the examples of Oxleas Foundation Trust and East and North Hertfordshire NHS Trust offering cash incentives to encourage nurses to come and work for us, would be mindless folly for the Trust and for its reputation.

Such an ill thought out move asking staff to neglect their future could inevitably stop them making retirement plans. Though the Trust has had something of a turnaround in yesterday’s ODC on what was originally said that they now want to put forward a time limiting two year opt out with a cut off following this, this does not detract from the benefits that staff could lose out on.

The scheme provides survivor benefits in the event of a staff member dying and protection against ill health, so the overall package of benefits is hard to replicate at the cost of what they pay into the NHS Pension Scheme. Similarly, staffs need to be fully appraised of the fact that the employer contribution alone is broadly speaking 14%, meaning that staff would be effectively taking a pay cut if they opt out of the scheme.

Concerns have also been raised about the wider knock- on effects; such deals with staff could undermine the auto-enrolment pensions system which relies on as many people as possible building up pensions to supplement the base level of state support. This further re-enforces staff sides total commitment to opposing this initiative as if many Trusts’ were to follow suit, it would undermine the viability of the NHS pension scheme as well as the nationally agreed pay framework.

Tony Kavanagh reply “Thanks Richard, I understand staff side’s concerns however the Trust hasn’t made a final decision. If it is decided to progress, we will undertake a period of engagement and consultation on this matter with staff side and staff.

Though the Trust suggest that they understand there are questions around the ethical nature of the incentives and longer-term implications for staff and that they could mitigate the risk by offering sound financial advice and by limiting the opt out period. It does not take away from the fact that they are using enticement to get existing staff to opt out of a pension that they have been automatically enrolled into by the Trust and by offering higher take-home pay to Band 5 nurses who are not members of the NHS Scheme in a bid to alleviate staff shortages.

There is a big problem of falling real pay levels in the NHS thanks to the Government’s continuing policy of wage restraint which is leading to recruitment difficulties. But undermining a key staff benefit isn’t the way to deal with it and can only further undermine morale. As a staff side, we would welcome discussions on more principled methods of recruitment and retention, but to re-iterate we will not be party to the Trust’s proposed irresponsible actions that could result in our members missing out on valuable benefits.

Tony could we please as a collective staff side ask that we have an acknowledgement of this letter and could you give us some indicative timescales as to how soon it will be for you to meet up with us on this matter and what action we should expect. In conclusion, we now ask that measures are taken to bring a close to these ill-considered intentions by the Trust. Thank you.

Yours sincerely

Richard Holmes

UNISON Steward, Health and safety Representative, Lead for LPFT

Others in support:

Ofu Abdirahman – UNISON Representative

Debbie Armiger – Staff side secretary, GMB Representative

Joanne Davies – UNISON Representative

Dawn Lovatt – GMB Representative

Joanne McGarva – GMB Representative

Dawn Roberts – GMB Representative

Rebecca Simmonds – RCN Representative

Colin Turner – UNITE Representative

Dave Godson – UNISON Regional Head of Health

Diane Meadwell – RCN Regional Officer

Dave Ratchford – UNISON Regional Officer

Colin Todd – GMB Regional Organiser

Julie Kirk – Branch Secretary, UNISON Health Branch

Dawn has also recommended that if either of the requests are not met that we take disciplinary action towards the director of nursing and those who collectively reached this decision.

International cyber-attack.

Dr John Brewin, Chief Executive of Lincolnshire Partnership NHS Foundation Trust provided the following update:

"Lincolnshire Partnership NHS Foundation Trust services, which include mental health and learning disability services across the county, remain affected by Friday’s international cyber-attack.

We are taking appropriate action to ensure patient care is prioritised.

Our IT teams have been working to get our clinical systems back up and running and the Trust is currently rolling out access to these systems across all teams.

I have now retired from LPFT but will continue to support members throughout the z60 branch.

Dawn and I continue with the GMB pensions webinar and are both finding it very helpful.

I have emailed Chris Higgins to set up a meeting to discuss his findings in his review of the shift transformation waiting to hear a date. Report released meeting set for the 27th June

Staffing problems persist in some areas of the Trust, primarily for registered nurses in rehab, either due to maternity leave and people not finding the service attractive to work.

Brant Ward are still having problems regarding staffing, primarily because of ongoing investigations and sickness, the Trust are aware and supporting the ward.

The Business Staffing Unit are supporting with Datix incident reporting about staff shortages to minimise some of the pressures in these reporting processes.

In Specialist Services, Child Adolescent Mental Health Services have lost two psychiatrists which will impact on the teams.

Likewise, the Speech and Language Therapist has left the Trust, the position is out to advert to try and recruit a band 7.

The Trust alongside its Head of Workforce Planning and Recruitment are progressing this issue with attendance at several recruitment fairs around the country and adverts in nursing journals and local press.

Within the Trust, Time Frame’s for Investigations involving Police continue to be a concern for staff side wanting to progress HR investigations for members. Trust staff members have struggled with the timeframe of their suspension, the police have made it clear they do not want the Trust to go ahead until they have completed their investigations, the Trust are trying to expedite the Police to reach a conclusion of any remaining cases.

The Child Care Vouchers Service has now ceased in the Trust. LCHS served notice on the contract which means the Trust no longer has a person to advise of the services provided. The company who supply the child care vouchers and advise of nursery’s have offered to provide a help line for staff.

The Trust has decided to revoke its arrangements about the carry-over of unused annual leave. The Executive Team have decided for staff to carry forward 5 days’ annual leave to the next year. Local terms and conditions will be released. The Associate Director of HR has sent out a communication.

In the JCNC in September 2016 the topic of CCTV was raised by staff side. It was indicated that during several disciplinary investigations GMB reps had had trouble in seeing CCTV footage that had been used as evidence against a member. When they had requested copies of this footage they had been told that the copy was corrupted or the wrong camera footage was copied.

As a follow, on from this staff side have again made enquiries pertaining to this of the back of CCTV usage and they have asked if it can be verified that:

* It is the Data Controller, usually the Local Building Manager that is only viewing the footage.
* Any requests for access to images or data have been referred to the Subject Access team using the forms provided.
* The Subject Access Team has on register all the requests to view/copy CCTV images in these instances.
* That the systems are not being monitored and that staff are not sitting watching CCTV images as routine.
* That the area in question has maintained a folder of up to date access forms to enable requests to access/copy CCTV images and that it has been managed appropriately in accordance with the policy.
* That those accessing footage and downloading such have had sufficient and appropriate training to do so and the same has been recorded.

That if this could be demonstrated hopefully it will help allay members concerns. With confirmation and evidence that all the above had been adhered to hopefully members would be satisfied.  If evidence should prove to the contrary then that this could be investigated accordingly.

The Director of Operations followed this up for staff side with the Trust’s Security and Resilience Advisor and he has confirmed that the tightest controls were in place to meet the requirements as highlighted by reps. He assured that there was no possibility of managers using CCTV to randomly check on staff movements and images can only be accessed through the statutory processes in place. The Trust was thanked for their assurance on this matter for our members and that specified controls as per Trust policy are adhered to.

Further to the survey monkey sent to staff, 16 staff have shown an interest in becoming a union representative. The Associate Director of HR is to liaise with communications on which staff advised that they would be interested in becoming representatives. There are to be workshops organised jointly between management and staff side to develop the impetus to increased staff side representation.

Dispute regards holidays and emergency leave being taken against a rep by LPFT Kate

Accumulated 40 hours toil told can take it over the year now manager says they cannot have it. Further dispute being taken regards this. Kate

LGBT meeting in June, Dawn is attending

July 12 NHS STP meeting. Dawn

**ULHT.**

No report received

**BIFRANGI.**

No report received

**WYMAN GORDON.**

One new members recruited.

Work has been crazy at the minute due to the large increase in work and deadlines for orders that have been placed. Had several large breakdowns of equipment. Also had two lost time accidents of members both of which are under investigation.

Attended the JSSO meeting and have a further one planned this month

H & S manager has handed in his notice making 3 new ones in 5 years.

Had no time to map machine shop out yet due to breakdowns

**CITY COUNCIL.**

Dying to work campaign has been accepted awaiting official launch date

Congress compromised reached over payment two days where given one was took holiday.

CCTV cameras are going to be removed in some car parks this has caused some members to feel a little un easy about carrying out there jobs.

Lots of cameras being removed from car parks without the knowledge of people.

**SIEMENS.**

No report received

**Branch Sec Report**

Changed Elaine's payments for honoraria awaiting confirmation whether it requires submitting to regional council. Awaiting confirmation from David Castledine.

Enquired about the venues changing /Grafton house

Now been confirmed up to Christmas 2017 6-9pm

Looked over risk assessment for Shelia Stamp, she has contacted unionline and they have confirmed they will take her case on.

**Branch Young Members:**

**New members/leavers for the month in Z60 branch:**

1634 branch members. 1 new rep has joined GMB in ULHT which will ease Elaine's workload, training is to be carried out.

**BRANCH WEBSITE:**

50 View's 19 Users 30 Sessions Average session .50 minutes. 40% where new visitors. New stories and pictures are always welcome.

**Target workplace's within branch:**

Everywhere all reps are encouraged to try to recruit new member either in/out of their workplace.

**Audit Business :**

Lauren Way unfortunately resigned from her union audit post, as such another auditor of accounts is being sought. We thank Lauren for her work she has done over the last year on behalf of the union and wish her well for future.

It was proposed that Denis Way may like to take up the post, and seconded by the branch, secretary will speak with him to confirm. Denis has agreed to take up the post.

2017.2 not yet required

**AOB**

Bottle of whiskey was donated by Jamie Sheridan he received at congress he sold raffle tickets at the branch meeting and collected £20 of which he donated to The Ambulance Services Charity.(TASC) Jamie Sheridan to send off.

Questions /Answers:

Q1. Would the branch sponsor £200 for Nosey FC to buy some new training tops emblazoned with the GMB logo?

A1. voted and agreed unanimously

Q2. Could we have an update on the money sponsored to Robert Redford for the medicine in Palistine?

A2. Will email again.

Q3. Will we look into Brighton for members next year accommodation and transport?

A3. Date to be sought.

Q4. Will we look at having a branch banner?

A4. Telephone number provided price to be sought and fed back to branch.

**Confirmed Diary dates**

2/12/17 Children's Xmas Party

REQUIRING ATTENTION BEFORE NEXT MEETING

Gratuity / Diaries/ David Castledine/Email for Dawn

of Z60/Banner Price

Meeting started at 19.20 Meeting closed 21.22