



SC/ASC/02/09
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**UNISON HEALTH GROUP
 ANCILLARY & MAINTENANCE NATIONAL SECTOR COMMITTEE**

Notes of the Meeting of the Ancillary & Maintenance National Sector Committee held on Thursday 19th February 2009 at 12 noon in Meeting Room 1.2, Mabledon Place, London WC1H 9AJ.

Present: Sam Godfrey (East Midlands), Morag Houston – Vice Chair (Scotland), Kath Budd (South West), Dave Griffiths (Maintenance Co-optee)

Staff: Dave Godson (Committee Secretary), Kevin Russell (Committee Administrator), Sara Gorton (National Officer)

Guest: Tony Chandler (Skills for Health)

AGENDA

<u>No</u>	<u>Item</u>	<u>Action/ Responsibility</u>
1	Apologies for Absence Len Hockey (Greater London), George Barron (Northern), Benny Cassidy (Northern Ireland), Peter Goodier (North West), Adrian O'Malley (Yorkshire & Humberside)	
2	Notes of the Previous Meeting The notes of the meeting held on 27 November 2008 were agreed as an accurate record.	
3	Matters Arising Dave Griffiths thanked the committee for the Get Well card he received following the last meeting.	
4	Pay, Terms & Conditions i) Round-up • The committee received a report on the	

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	<p>bargaining agenda for 2009, which will focus heavily on a wide range of terms and conditions issues. Pay will be kept under review, but following the decision of the NHS Pay Review Body not to recommend re-opening of 2009/10 pay rates, the Health Service Group Executive recognised that, against a background of rapidly declining inflation and fears over job security there was no immediate prospect of re-opening the pay rates in the multi-year deal.</p> <ul style="list-style-type: none"> • National Recruitment and Retention Premia (RRPs), including the Estates RRP, are likely to face review over the next year. • The outcome of the Hartley case concerning equality within Agenda for Change is expected toward the end of March. • The final consultation on guidance for calculating annual leave pay will be circulated to branches in the near future. • The pensions choice exercise will take place over the next few months. Following pressure from the unions, 100 new staff have been taken on at the Pensions Agency to ensure the process runs smoothly. Information on the benefits of remaining within the existing scheme or joining the new scheme will be included within May payslips. • UNISON is engaged in negotiating a harmonised on-call scheme. Data is being collected on the large range of local schemes currently in place, which will then form the basis for a report to the Staff Council and modelling of the new scheme. Consultation on the proposals is scheduled for autumn. <p>ii) Apprenticeships</p> <ul style="list-style-type: none"> • Tony Chandler of Skills for Health reported to the committee on the Government drive to devise strategies in the health sector for achieving growth in apprenticeships. It was argued that the programme offered an opportunity for staff to develop skills and ancillary & maintenance / admin & clerical staff in particular could benefit from the more structured framework for career progression of apprenticeship schemes that are less likely to face cuts by trusts when budgets tighten. 	

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	<ul style="list-style-type: none"> • It was acknowledged that rates of pay defined by Annex U of Agenda for Change frequently exceed the minimal costs employers face when they obtain such staff from colleges. • The importance of equality issues and getting staff at the grassroots involved in defining apprenticeships was emphasised. • UNISON has representation on the project's steering group that enables the union to play a role in identifying gaps in recruitment for apprenticeships and trying to curtail private provision of training. • Sector members raised the need to ensure that staff taking up apprenticeships are not paid less than the rate for their current jobs and tackle private contractors' unwillingness to carry the costs of training or cascade national agreements to local level. • The discussion concluded that the government must direct employers to pay for training of staff on bands one to four if the apprenticeship drive is to succeed. 	
5	<p>Privatisation</p> <ul style="list-style-type: none"> • The committee received an outline of local developments in campaigning against privatisation from each sector rep in attendance. • It was noted that the Department of Health's Decontamination Strategy had disbanded its national body for overseeing the procurement process and passed responsibility to a local level. 	
6	<p>Membership, Recruitment & Retention</p> <ul style="list-style-type: none"> • The committee received a report outlining steps to collect data from the RMS and NHS information Centre to enable a broad calculation of density levels among Trust ancillary and maintenance staff that would help locally in targeting recruitment efforts. • The committee noted that the first edition of Ancillary Matters had been distributed and had generated positive feedback. The draft of the second edition was presented to the committee and approved for printing. 	

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7	<p>Sector Budget</p> <p>It was reported that the sector had remained within budget over the last year and was on course to remain in budget over the next year.</p>	
8	<p>Next Meetings</p> <p>The next committee meeting will take place on 2 July 2009 from 12 noon at Mabledon Place. It was agreed that proposals for dates of subsequent meetings that fit in with conference motion / amendment deadlines will be distributed by e-mail to sector reps.</p>	DG
9	<p>Any Other Business</p> <ul style="list-style-type: none"> • The committee agreed that Sam Godfrey and Morag Houston would be registered as the sector reps to Health Conference 2009. However, an e-mail would be sent to all sector members asking for any other volunteers. • Sector reps reported that the intense level of service monitoring in some parts of the UK has been verging on harassment. Reps were advised to raise the issue locally to establish whether such frequency of inspection exercises is necessary. • The committee expressed its great disappointment that the number of delegates that had registered for the planned cleaners award ceremony and conference had been insufficient to justify the cost of the event. A reformatted event is under consideration for launch at Health Conference as a springboard for a possible new event in the autumn. • The committee agreed to work with the National Admin & Clerical Sector Committee to develop generic job profiles that could assist staff in career development. 	<p>DG</p> <p>DG</p>