



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 2 July 2009 at 12 noon in Meeting Room 3.1, Mabledon Place, London WC1H 9AJ.

Present: Len Hockey (Greater London), George Barron (Northern), Ewing Hope (Scotland), Hugh McDyer (Wales), Pat Usher (West Midlands), Adrian O'Malley (Yorkshire & Humberside)

Staff: Dave Godson (Committee Secretary), Kevin Russell (Committee Administrator), Diana Veitch (Education Officer)

AGENDA

<u>No</u>	<u>Item</u>	<u>Action/ Responsibility</u>
1	<p>Apologies for Absence</p> <p>Apologies were received from Morag Houston (Scotland), Kath Budd (South West) and Dave Griffiths (Maintenance Co-optee). In addition, it was noted that David Grimmer (Eastern) and Benny Cassidy (Northern Ireland) had stood down from their roles as regional reps to the committee.</p> <p>The committee was notified that Phil Goodson was still receiving committee documentation although he no longer serves on the committee. It was agreed to investigate and amend distribution lists.</p>	DG / KR
2	<p>Notes of the Previous Meeting</p> <p>The notes of the meeting held on 19 February 2009 were agreed as an accurate record with the exception of Item 1, which will be amended to record the apologies of Benny Cassidy (Northern Ireland).</p>	KR

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3	<p>Matters Arising</p> <ul style="list-style-type: none"> • Under Item 4i of the 19 February 2009 sector meeting notes, the committee was informed that National Recruitment and Retention Premia (RRP) will be placed under review in the wake of the Hartley case. However, it was noted that the legal judgement delivered by the Hartley case was generally heavily in favour of UNISON. • The committee agreed that the timescale for the RRP review would be established and distributed to sector reps. • Under Item 4ii, the committee was informed that the apprenticeship motion drafted by the sector had been passed at Annual Health Conference. A report was also received updating the committee on the progress of steering group discussions concerning an apprenticeship scheme, which favour development of an employment model. Adrian O'Malley agreed to forward details of local apprenticeship arrangements to Dave Godson • Under item 9, it was emphasised that the Cleaners Awards would not form part of the Cleaners Conference, but a separate event for the awards was still under consideration. 	<p>DG</p> <p>AO</p>
4	<p>Equality Reps Project</p> <p>The committee received a presentation on the Equality Reps Project, which is exploring how the new role of equality rep can help branches address equality issues.</p> <p>Committee members welcomed the project and saw particular value in utilising equality impact assessments to advance the interests of staff.</p>	
5	<p>Pay, Terms and Conditions</p> <ul style="list-style-type: none"> • The committee received a report on the progress of the NHS Injury Benefit Scheme Review. Talks have proceeded slowly and terms of reference for the review are yet to be agreed. • The committee noted steps taken by the Staff Council's Job Evaluation Group toward production of generic job profiles. • The committee received a report on the multi-year pay agreement that highlighted the NHS Pay Review Body's deadline of 23 September for receipt of written evidence. On the basis of evidence received it will 	

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	<p>decide whether to seek a remit from the Secretary of State to review pay rates agreed for the final year of the multi-year pay deal. UNISON's course of action will be decided at the Service Group Executive (SGE) Annual General Meeting. If approved by the SGE, a pay survey will be distributed to branches and a sample of members to gather evidence for UNISON's submission to the review body. Sector reps emphasised the need to show that high prices continue to cause particular hardship to the low-paid.</p>	
6	<p>Privatisation</p> <ul style="list-style-type: none"> • The committee received reports from the sector reps present: <ul style="list-style-type: none"> i) Greater London – A number of problems have been experienced by staff working for Initial. Most notably, a dispute is ongoing over attempts to redefine porter roles and the union has been pursuing the case of a domestic who was removed from the workplace. ii) Yorkshire & Humberside – The region was disappointed that, after a long period without outsourcing, a catering contract has recently gone to Sodexo. Staff are transferring to a PFI scheme prior to facilities becoming operational and this has been accompanied by a drive to cut staffing levels. Employers are seeking to split banding of portering staff into Band 2 for patient movement and Band 1 for materials movement. It was argued that the union should be seeking training in infection control as a standard element of the portering role, thereby raising banding levels. iii) Scotland – A generally positive picture prevails in Scotland as a result of the Scottish Government's decision to ban further outsourcing of cleaning and catering contracts. iv) West Midlands – A new PFI hospital is due to become operational by May 2010. The transfer of staff has been accompanied by a drive to cut staffing levels, which has been heavily targeted on low banded staff on the grounds of capability. Equal impact assessments will form a valuable tool in 	

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	<p>challenging the changes.</p> <p>v) Northern – Darlington and Bishop Auckland Foundation Trust has brought its portering staff back in house.</p> <p>vi) Wales – The point was emphasised that it is an absurdity for porters to be banded at different levels depending on which Trust they are employed by. A number of sterile service workers are coming back in house, but the general picture across Wales is one of increased pressure on staff. The union needs to focus on defending the steps taken by the Welsh Assembly Government against privatisation</p> <ul style="list-style-type: none"> • The committee received a report on discussions held with the Society of Lenin and Laundry Managers on the opportunities for joint campaigning. Members were also alerted to the tendering process through OJEU, which allows for contracts to be awarded to pre approved suppliers without advertising. • The committee received a report on the Cleaners Conference to be held in London on 3 November. It was emphasised that, with registrations running at a low level, a major push is needed to encourage registrants by the deadline of 12 August. Health Minister Ann Keen, UNISON General Secretary Dave Prentis and microbiologist Stephanie Dancer are all due to attend as speakers at the event. It was agreed that the conference publicity material would be forwarded to all committee members. 	KR
7	<p>Membership, Recruitment and Retention</p> <ul style="list-style-type: none"> • The committee received graphs of membership composition, showing the preponderance of catering cleaning and portering members. The graphs also showed quarterly joining figures for five main membership categories within the ancillary sector. Although the actual numbers may not be entirely reliable, the graphs provided a valuable insight into recruitment trends. • Data was presented on membership density levels in Trusts that had been derived by comparing Information Centre data against RMS figures. Reps indicated that the data for membership was not accurate in a number of cases but could provide a useful pointer. 	

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	<ul style="list-style-type: none"> • The committee considered the proposed text for the Ancillary Matters Newsletter. It was emphasised that the newsletter relies on sector reps to provide material on local developments that Head Office staff can turn into articles. • The committee welcomed plans to produce a recruitment leaflet targeted on catering, cleaning and portering staff. The proposed text was presented to the committee for comment and case studies were requested to illustrate the benefits of membership for each of the three occupation types. 	All reps
7	<p>Sector Budget</p> <p>The committee received a report on the state of the sector budget that highlighted difficulties created by stripping out cancellation costs relating to a conference planned for earlier this year and the possibility of a slight cost over-run.</p>	
8	<p>Future Meetings</p> <p>The next committee meeting will take place on 25 November 2009 from 12 noon at Mabledon Place. Subsequent meetings are scheduled for 11 February 2010 and 23 June 2010. All meetings will take place in meeting Room 3.3, which allows for delegates to participate through video conferencing.</p>	
9	<p>Any Other Business</p> <p>The committee noted the recent Health Group circular highlighting plans for improved access to learning, particularly for staff within bands one to four.</p>	