

 Meeting with Tony Crabtree, LAS

Assistant Director of Human Resources

Joseph Healy, Kathy West and Malcolm Alexander

Held on 22nd January 2016 – Briefing Note

         The new Director of HR is Paul Beale

         Equality and Inclusion will become part of Human Resources.

         ANNUAL STAFF SURVEY

         Data from 2015 survey still to be analysed. Results will be available in April or May 2016.

         Results more positive than in previous year

         Response from all staff about 35% (about the same as other AS

         A great deal of work to do to respond to issues raised by staff

         Surveys also being conducted by Picker Institute of 6 AS

         Staff are encouraged to speak to managers before they leave the service.

         The LAS Academy which has just been set up by the LAS should have a major impact on staff retention.

         FORUM CONCERNS

         Front line staff have often told Forum members that they don’t fill in staff survey because they don’t feel that it makes any difference

         The system for allocation of shifts has been severely criticised as well as other aspects of the working conditions, e.g. breaks and meals

         Being able to respond to issues that cause staff to leave the service is important and might encourage staff to return to the LAS

         We agreed that it is important that staff feel able to speak out freely and provide feedback about issues prevent them from providing the best care

         INCLUSIVE EMPLOYERS (IE)

         IE has presented to a meeting of the Equality and Inclusion Committee.

         They provide initiatives to build inclusive work place cultures, expertise in developing sustainable inclusion strategies, a catalyst for culture change by harnessing the diverse talent. They work through organisations advocating an approach that helps everyone understand that diversity is about them and inclusion is their opportunity to add value and feel valued. The approach is described as: robust and practical, innovative and courageous.

         IE may be commissioned as a catalyst to provide advice to the LAS in relation to recruitment of underrepresented group, sustainable inclusion strategies and the prevention of bullying and harassment.

         FUNCTIONING OF THE EQUALITY AND DIVERSITY COMMITTEE

         The feels strongly that the Equality and Inclusion Committee fails to promote the needs of patients and staff with most protected characteristics and that its strategy is not operational and has few outcomes.

         Tony said that the weaknesses of the Committee have been recognised, it will be Chair for the Board by Sandra Adams and the working of the Committee will be reviewed.

         There will be a review of the Terms of Reference and the approach of the Committee

         CHAMPIONS FOR PROTECTED CHARACTERISTICS

         Tony said he had been appointed the Champion for older people.

         We expressed concern that the Champions never report back to the Equality and Inclusion Committee or the Board.

         We asked if all Champions could in future report back annually to describe the progress made for the protected characteristic they champion in relation to both patients and staff.

         LAS BOARD

         We expressed concern about the lack of diversity of the LAS Board.

         We asked if the report Snowy White Peaks had been considered by the LAS.

http://www.mdx.ac.uk/news/2014/04/the-snowy-white-peaks-of-the-nhs

         The Forum will invite the author of the report Roger Kline to a future meeting of the Forum.

SPIRITUAL SUPPORT FOR STAFF

         Harbijhan will be meeting with Janice Markey re membership of the Equality and Inclusion committee as an expert on faith.

         Noted that SECAMB has 73 people providing faith support to staff.

         There are no statistics on the religion of staff

         Support is being sought from the National Ambulance Benevolent Fund and TASO

NEXT MEETING

         Agreed that Tony will present to the Forum when the results of the staff survey are available.

Joseph Healy, Kathy West and Malcolm Alexander,

Members of the Executive Committee, Patients’ Forum

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