

MINUTES OF THE MEETING OF THE LEO JLNC HELD ON 27th September 2012

PRESENT: Lindsey Roome (LR) (Chair - NLTPCT)
Sarah McCarthy (SM), BMA
Kelsey Hudson (KH), PAT
Louise Birrell (LB), GMW
Kishore Babu (KB), GMW
Amit Sindhi (AS), GMW
Nick Carleton-Bland (NCB), PAT
Gary Watson (GW), PAT
Steve Langham (SL), PAT
Leanne Darwin (LD), PAT

1	<p>Apologies</p> <p>Clare Sproson, NLTPCT Sally Parnaby, NLTPCT Matt Maddock, NLTPCT</p>
2	<p>MINUTES OF THE PREVIOUS MEETING</p> <p>Were agreed as an accurate record with the amendment of the date to 12 July 2012.</p>
3	<p>ACTIONS FROM THE PREVIOUS MEETING</p> <p>The actions from the previous meeting were to be discussed during this meeting.</p>
4	<p>POLICIES UPDATE</p> <p>i) Grievance Policy</p> <p>A copy of the final signed Grievance policy was handed to the staff-side.</p> <p>ii) Attendance Policy</p> <p>This had been signed off by both sides. This therefore only now awaited circulation.</p> <p>iii) Draft Annual Leave Policy</p> <p>It was agreed that the draft policy would be circulated to the Committee. Staff-side offered a number of comments as follows:</p> <ul style="list-style-type: none">• Employees should only be expected to give 6 weeks notice to their Host Organisation of their wish to take annual leave• Do not wish to agree to forcing employees to take their annual leave

	<p>allowance in strict proportion between each rotation, especially when trainees are only doing a three month placement.</p> <ul style="list-style-type: none"> • It was agreed that Section 5.7 would be removed from the draft policy. <p>Staff-side stated that they would do some communications around this policy and would go through in maximum detail by the next meeting.</p> <p>iv) Draft Removal & Associated Expenses</p> <p>GW provided the Committee with a summary of the revised policy, highlighting the need to recognise the duty of care on employers with regards to the travelling distances of its staff, citing examples of trainees travelling 60 – 90 miles which could be deemed as unsafe at the end of a long shift. Other options discussed - SM to come back with proposals</p> <p>v) CRB Policy</p> <p>SM wished to confirm that staff-side do not agree with costs being charged to staff however did acknowledge that discussions have taken place. Therefore Lead Employers will charge applicants for the cost of CRB disclosures for any jobs that commence after April 2013.</p> <p>It was confirmed that the Deanery have agreed to pay all retrospective charges.</p> <p>vi) Disciplinary Policy</p> <p>LR updated the Committee. Further work is required in light of legal advice.</p>
5	<p>A.O.B</p> <p>Dates for next year are to be communicated ahead of the next meeting. Pennine Acute Trust will Chair the meeting with Greater Manchester West offices remaining as the venue.</p>
9	<p>DATE AND TIME OF NEXT MEETING</p> <p>The next JLNC meeting will be held on 29 November 2012 at Greater Manchester West Mental Health NHS Trust, Prestwich Site at 3pm.</p>