

UNISON Direct 08000 857 857

Yorkshire Ambulance Branch

16/05/2019

UNISON Re-banding Update

UNISON has been leading on a number of appeals for re-banding of roles. All of the appeals are at various stages but an update for each is below.

Clinical Supervisors (CS)

UNISON lodged a formal grievance in response to the CS banding outcome (Band 6). The Trust gave a written response to the UNISON grievance.

Concerns were raised over process, which were acknowledged by the Trust and it was accepted that the written response should be considered the informal stage of the Issue Resolution process and a meeting would be held to instigate Stage 1 of the process in line with policy. This will be held on May 23rd.

EOC Dispatchers

A final draft job description has now been agreed and has been distributed for comments from dispatch members. The next step will be to set up a meeting with the Trust to move the process forward to a panel. The discussion was held that because there is no recognised national job profile the likely outcome would be a full Job analysis questionnaire (JAQ).

EOC EMDs

UNISON members are becoming increasingly frustrated with the protracted process that is their banding appeal. The branch is equally unhappy and is pushing the Trust to engage fully in the process to ensure our members appeal is heard at panel as soon as possible. UNISON raised the issue at today’s JSG, and it was agreed that a job description (JD) would be going to a panel shortly, however it was acknowledged that the JD still needed agreeing with members.

UNISON realises that these processes have been going on a long time; however we also know where the Trust wants jobs in place they can be evaluated and advertised extremely quickly. We want to assure members that once a final decision is made, if back pay is required, it will be backdated.

UNISON will arrange members meetings shortly for all affected staff