 

Dear Member,

As you are aware on Monday UNISON and GMB met with ACAS and the Trust to try and resolve the outstanding Clinical Supervisor banding review.

After a positive meeting agreement was reached in regards to the CS issue and the other four banding reviews currently affecting members, these are Dispatch, EMDs Specialist Paramedics and Emergency Care Assistants.

The whole of staff side had previously withdrawn from AfC job matching and evaluation panels prior to this meeting due to the major concerns around inconsistencies and interference outside of the agreed process.

The Clinical Supervisor, EMDs and Dispatcher panels will now be processed through the national Joint Evaluation Group (JEG), something staff side has been requesting for months but which the Trust had resisted until now.

This basically means an independent national panel consisting of staff side and management will sit and evaluate the EMD and Dispatchers job evaluation questionnaire and try to match the CS job description and supporting evidence to a current job profile.

A two week timeframe was agreed to finalise the supporting evidence and job description for the CS role. Should at the end of this timeframe agreement still cannot be reached then both parties have agreed to take the differences back to ACAS for arbitration, before sending the information through to the JEG panel.

It was also agreed that the SP and ECA role would carry on using the internal processes, only because there wasn’t an agreed job description (JD) but if any process issues were raised by staff side these roles would also go down the JEG route. A four week timeframe was agreed to produce agreed JDs for both these roles.

Part of the agreement will also see Staff Side reengaging in AfC panels again but with an understanding that agreed AfC processes must be adhered to. Unite and RCN have been kept up to date with the discussions and after a meeting today accepted with the ACAS agreement.

If you have any questions please contact your Union Representative