16.06.2021

**Team Based Working update**

Dear member,

UNISON members have become completely disillusioned with the “team based working” operational restructure process. Members at all levels are going into their 1-1s with their line manager and HR but getting different answers to their colleagues with changes being thrown in at the last minute, with no one knowing where they have come from.

 The goal posts are constantly moving such as the selection criteria and ring fencing.

It is clear that in order for the process to succeed for everyone it has to be done in a correct and logical manner.

UNISON has always been clear that in order for any restructure to work the consultation has be meaningful, answers to questions have to be available, and they have to be consistent regardless of where you work!

Confusion regarding core and on call rotas, base stations, who can apply for what role and what jobs are actually deemed to be suitable alternatives and much more.

For members to make massive decisions on their future careers all questions need to be answered and the 30th June deadline is unacceptable.

UNISON and other trade unions had been regularly meeting with the trust (which had been going relatively well) to raise concerns and agree the best way forward. These meetings were suddenly cancelled and the inconsistencies and confusion increased.

UNISON formally insists the Trust meets with Staff side to discuss the issues raised by its members to ensure a fair and consistent process.

UNISON thanks members for their continued support at this time. Please contact [yas.unison@nhs.net](mailto:yas.unison@nhs.net) or your local steward or convenor for further information, queries or concerns