6/11/2019

CS RE-BANDING GRIEVANCE APPEAL

UNISON recently lodged a grievance and an appeal with regards to the clinical supervisor banding outcome. UNISON believed that the process hadn’t been adhered to especially around the panel members, the out of date job profile matched to and the information available to the panel on the day.

The Trust has responded to both issues and UNISON can confirm that the grievance was not upheld. The Trust has agreed, in line with the AFC matching procedure that an appeal panel will convene in order to resolve the issues raised around the process.

UNISON’s opinion has always been that since the original panel couldn’t match the JD to any current profiles a full job analysis questionnaire (JAQ) was the only other option. The JAQ would have enabled all the skills, knowledge and experience of the role to be scored in a structured and transparent way.

The Trust has contacted UNISON and other staff side colleagues to try and agree a way forward. The discussions will include panel membership, relevant additional information and timescales.

UNISON will keep members informed of any developments. Please contact yas.unison@nhs.net with any queries.