

UNISON Direct 08000 857 857

Yorkshire Ambulance Branch

7th September 2020

# **Banding Reviews Update**

# Dear Member,

UNISON is leading on various banding reviews within the Trust.

The Dispatcher and EMD Job Analysis Questionnaires (JAQ’s) have now completed the analysis panel stage of the process and are awaiting final sign off. Once this has happened the JAQ’s will go to a full evaluation panel and be banded appropriately. UNISON has arranged a meeting this Wednesday to with job holder leads to finalise the process.

The Clinical Supervisor review is now moving into an ACAS process after a formal dispute was lodged. The first meeting is due in early October. UNISON is hoping that this will break the deadlock and result in an agreed matching panel. If this isn’t achieved UNISON would progress the formal dispute with the Trust which would include taking no part of any proposed restructure and potentially looking at some form of industrial action. UNISONs obvious concern is how the Trust can do a restructure when the CS banding is not finalised.

UNISON and its sister unions have had no formal discussions with the Trust regarding any restructure. UNISON is fully aware that the A&E management team are hearing rumours around being put at risk and consultation meetings. The uncertainty and lack of information is causing both concern and anger amongst members. UNISON insists the Trust resolves the CS banding review and informs UNISON and its members the restructure plan.

Other banding reviews are also being pursued by UNISON and are at various stages of the agenda for change process including rolls in IUC, EOC and PTS.

The appeals that have been put forward by our ECA, SP and HEMS Paramedic members are being actively chased by the Branch as the continued delays are source of great frustration for the branch and members, and although Covid is still continuing it should no longer be used as a reason to delay the process.