15.05.2022

 **ECA Banding appeal update**

Dear member

At a recent meeting UNISON ECA members instructed the Branch to pause the ECA banding review and try to negotiate an agreement directly with the Trust.

The main drivers for this were the potentially prolonged timescales in taking the banding review down the national blocked process. This process would include ACAS and a national panel like the CS, EMD and dispatcher roles (which wouldn’t necessarily result in a Band 4 outcome).

There was lengthy debate around the process of securing the band 4 and members did raise the fact that a negotiated agreement may not attract back money and members would move across to the bottom of band 4. Further discussions/negotiations are due to take place.

A new ECA JD will also need to be agreed but UNISON made it clear in the meeting that we believed the current JD and scope of practice was band 4 so couldn’t agree to massive changes to the role.

UNISON members currently on Section 5 would not be forced onto section 2 but members should be aware that unsocial hour payments on section 2 do reduce when moving from 3 to band 4.

It is envisaged that if an agreement can be reached ECA members would attend a PDR meeting with their line manager and go through the new JD. This would be a supportive meeting (not a pass or fail) and would highlight any development/support needed. After the PDR members would move onto band 4.

Members unanimously voted to carry on with the negotiations and it was agreed that obviously the final proposal would come back to members to make the final decision.

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In general, members were happy there was a route to band 4 but needed to see the final proposal before making the decision.

Please email yas.unison.nhs.uk with any queries or concerns

UNISON would like to thank its members for their continual support.