23.06.2022

**EMD RE-BANDING APPEAL**

Dear member,

After years of fighting for the EMD banding review the Job Analysis questionnaire (JAQ) was finally agreed and submitted JEG last year.

As you are aware a panel sat and evaluated the role at band 3, UNISON and its post-holders appealed that decision and submitted evidence for an appeals panel to consider. The appeals panel met and unfortunately scored the EMD JAQ just one point short of band 4.

This obviously is a devastating blow for EMD members and will reduce moral even further in an undervalued group of staff

UNISON urges the Trust not simply to say that’s the end of the process but to sit down with UNISON and its members to agree a way forward.

The Trust has to acknowledge that any further changes to working practices of EMDs would probably push the role into band 4. UNISON believes a “band linking” agreement between bands 3 and 4 could be a possible way forward which is in place in other Trusts.

UNISON YAS Branch would like to take this opportunity to thank Fiona who had tirelessly worked on this review over the past few years

If you have any questions, please email [yas.unison@nhs.net](mailto:yas.unison@nhs.net) and we will keep you informed of any developments.

UNISON YAS BRANCH