

UNISON Direct 0800 857 857

Yorkshire Ambulance Branch

26/03/2019

**CS BANDING REVIEW**

Dear member,  
  
The Trust has now completed a second job evaluation of the Clinical Supervisor (CS) role, the first evaluation being after UNISON on behalf of its CS members lodged an appeal against their current banding due to the extensive ‘drift’ of skills overtime since the role was introduced.   
  
At the initial evaluation no decision could be made between band 6 or 7 so a full Job Analysis Questionnaire (JAQ) was recommended to enable a full and thorough capture of all the work our CS members do on a daily basis. UNISON felt that this was the best outcome and would provide the best chance for our members.   
  
The JAQ is a tool used to evaluate job classifications and create job descriptions. It is not used to evaluate performance, but rather to relate the duties performed, decisions made, and the skills needed. This includes evaluating specific factors, which are then scored after seeing appropriate evidence to give a score to the appropriate band. This obviously doesn’t guarantee a band 7 for the CS role but would give the fairest opportunity.  
  
Our sister unions Unite and GMB were unhappy with this outcome of this initial evaluation and against the wishes and advice of UNISON challenged the Trust through the grievance procedure in order to force another evaluation. This UNISON felt at the time was an error of judgement and not in the best interests of members as it then allowed the Trust to effectively block off the opportunity we had to have a full JAQ and instead match to a band 6 job profile that didn’t reflect the diverse CS role.  
  
We also believe that the original panel outcome was correct due to the A4C handbook stating that a JAQ should be completed where there is no appropriate nationally agreed profile for your job.

Yesterday unfortunately the Trust informed the CS members that the role had been matched to a band 6 profile which has left members angry and disappointed in the whole process.   
  
UNISON believes by moving away from the initial decision and having a second evaluation was not following the correct process and as such will raise an issue resolution with the Trust, requesting that in order to uphold the integrity of A4C, the decision at the initial hearing should be reinstated and acted upon.

**UNISON Branch Committee**