13/03/2020

**Clinical Supervisor Re-Banding Issue**

UNISON and GMB met with the Trust yesterday to discuss the Clinical Supervisor re-banding issue.

Following discussion at recent area Clinical Supervisor meetings, UNISON put the following options to the Trust, strongly emphasising that if the Trust agreed to any option it would have to go to a ballot of members before taking forward as a mandate.

**Option one**

* The Trust to agree to evaluate the current role through a Job Analysis Questionnaire process. UNISON believes this would be the best way forward to ensure every aspect of the role is evaluated and scored appropriately. The option would need both staff-side and the Trust to agree.

**Option two**

* A fully independent panel set up with two staff-side and management representatives from a different Trust with two members of the national JEG overlooking the process. The JEG members would be able to challenge the process on the day to ensure a fair and transparent process.

**Option three**

* A fully independent JEG panel was also discussed but immediately rejected by the Trusts representatives

The Trust has contacted UNISON today and has rejected all three options, stating the only way forward would be a panel with representation from the Trusts management team.

UNISON has no other option but to register a formal dispute with Yorkshire Ambulance Trust and acknowledges the first step in that process would be a meeting with ACAS.