

UNISON Direct 08000 857 857

Yorkshire Ambulance Branch

21st September 20

**AAP Pay Issue**

UNISON is currently discussing with the Trust the situation that has arisen around annex 21 and 23 with regards the AAP/AP pay.

The history of the issue starts when all Unions were involved in negotiating what was then the new AAP/AP role within the Trusts organisational change of the A&E structure.

It was clear that initially the Trust wanted to keep members on their current pay scales throughout the training programme, which would have been significantly worse for our members than what was eventually agreed. After lengthy negotiations at numerous meetings all Unions made an agreement with the Trust in line with Agenda for Change.

This agreement meant that as members progressed through training, and on completing classroom based work, they would move onto Annex 21 which is the nationally agreed arrangements for pay and banding for trainees. With this members would receive a pay rise during training and be paid at 75% of the top of band 5, ensuring that no one would be at any financial detriment whilst training or once qualified.

It has come to light that when the Trust actually recruited members onto the new course, they quoted and offered pay on annex 23, which in good faith members accepted. It has now been communicated that the offer of annex 23 was a ‘typo’ by the Trust and all notices should have read annex 21.

To clarify what Annexe 23 relates to, the 2018 framework agreement on the reform of Agenda for Change introduced provisions to move to a new pay system with faster progression to the top of pay bands through fewer pay-step points. This Annexe describes the agreed pay progression framework which underpins the pay structure and requires a manager/staff submission process to be followed for pay-step points to be achieved.

UNISON cannot grievance that Annexe 23 should be implemented as it cannot be applied to trainee roles so would fundamentally go against Agenda for Change and would bring into question our own integrity as a Branch. We understand fully that members feel that they have been misled.

UNISON prides itself on the honesty and integrity of the Branch, and cannot and would not push a cause for our members that we know isn’t right, and cannot be upheld for the reasons stated above. UNISON does not use situations to simply inflame situations or recruit members, we have to do what we know is right, even when that is not the easiest path.

We do believe there are questions that need to be answered by the Trust, as this situation has caused a great deal of stress, anger and confusion and members have our word that we will pursue those answers on their behalf. This forms the basis UNISON’s grievance to the Trust which also includes other issues raised around the AAP course.

Members have also raised concerns around progression and increment dates whilst undergoing their training. UNISON can confirm that increment dates will not change whilst in training and members will still progress up the band when they reach their current incremental date. This increment date will only change once the member completes the course and goes onto a qualified AP contract.

UNISON will keep members informed of any developments and if you have any questions please contact yas.unison@nhs.net