**Team Based Working 24.11.2020**

UNISON Yorkshire Ambulance Branch and its members are raising the following concerns with regards to the current restructure affecting A&E Operations Managers.

As you are aware UNISON formally wrote to the Trust requesting the restructure be halted due to the pandemic, winter pressures and ongoing CS banding review. The Trust acknowledged our concerns and extended the consultation period but didn’t halt the process.

UNISON insists that the following points are resolved before the end of consultation period to ensure it can be deemed meaningful:

* The formal CS banding review is completed in order that members can make an informed decision about their future roles.
* The process must be concluded to decide if the new TL role is 80% similar to the current CS role. This would then potentially allow members to slot into the new structure.
* Why should current post holders have to “jump through hoops” to secure a new role it should be a simple expression of interest, then a meeting should be held to discuss any development needs.
* Why is there a need for clinical OSCEs and scenarios when this should be addressed in the individual development packages, they simply put members under extra pressure.
* What happens to LMs who can’t apply for many of the new roles due to the clinical requirements: are the non-clinical posts ring-fenced for the non-clinical managers initially? How will the roles be advertised?
* The Trust also needs to highlight that even though they want to avoid any redundancy situations, they cannot be totally ruled out.
* The need for the Critical Care/RAT paramedic role to be finalised and banded to ensure other possible roles are available for members.
* Exact numbers for each role and base locations to be distributed.
* Members still need assurance it won’t lead to section 2 unsocial hours’ payments.
* If members don’t want or are unsuccessful in securing a new role what is the process for deciding what is suitable alternative employment? Eg. Which station, rota and unsocial hours would it attract? Are other suitable alternative posts being held within the Trust?

This list isn’t exhaustive but these issues need addressing before the end of consultation.

UNISON strongly believes the process should be suspended until members can make an informed decision which will hugely affect their future.

UNISON urges the Trust to arrange a meeting ASAP to try and resolve these issues