03.03.2021

**Banding review Issues with the Trust**

Dear Member,

Over recent years, UNISON members have submitted various formal banding reviews to the Trust. All these banding reviews have been supported by UNISON; however as a branch it is always made clear to members at the very beginning, that just because a review has been submitted it doesn’t necessarily mean a banding increase.

Banding reviews are always submitted by members and accepted by the Trust due to significant changes within the roles which are not reflective of member’s original job description. This process is all part of the Agenda for Change (AfC) national agreement.

UNISON members have shown great faith and patience in the process and would have accepted any outcomes if all processes had been followed correctly.

Last week after waiting years the Dispatcher Job Evaluation Questionnaire (JAQ) went to panel and was scored, with the next step being the consistency panel ratifying the outcome. This week, after again waiting years the EMD JAQ got to a full panel. Unfortunately, the agreed AfC evaluation process wasn’t adhered to and UNISON had to lodge a formal grievance which could affect both the Dispatch and EMD processes. Due to the grievance being lodged the process for both was halted and the consistency panel for the Dispatcher and EMD was postponed. Although this will delay an already long appeal case, it is vital to maintain the integrity of the evaluation process, UNISON branch, its members and the AfC agreement.

There have been constant obstacles placed in the way of all our banding review requests, leading to the frustrating long delays our members have had to endure. UNISON has also experienced constant inappropriate interference from HR and other managers that in order to maintain a fair and transparent process shouldn't be involved. It is also worth noting, and many members will have seen, that when the Trust wishes to raise the banding of a management role, the process is swift and seamless.

Action is needed now to stop this constant delaying of agreed processes. The disgraceful way our CS teams have been dealt with is a fine example of how the Trust fails our members, the CS's put forward a banding appeal a number of years ago, that is still not sorted and now involves ACAS.

We need to act now to prevent newer claims such as the ECA appeal going the same way. Putting all of this together UNISON has now lost faith in the Trusts ability to adhere to the job matching and evaluation procedure.

**All recognised trade unions will be calling a meeting of staff-side reps involved in the AfC matching or evaluation to discuss our next steps.**