

Consultation Update

After the recent consultation with members over the proposed changes to Rotas and policies, the joint Trade Unions have now met with the Trust discuss a way forward.

All the comments made by members were passed to the Trust in a 48 page document. The comments were extremely useful in not only providing evidence to the Trust of the general feeling of members, but also in giving the joint Trade Unions a definite steer and way forward.

In the comments there was evidence of a split around rotas, with a lot of areas/stations accepting them and wanting to start, but with some small pockets where issues are still ongoing.

The vast majority of the comments were related to the policy changes that were proposed, with members deeply unhappy around the relief policy changes, basically not giving any work life balance and too few weekends off. There were also numerous comments around the reduction of the meal break payment and the standby policy.

As a result yesterday the joint trade unions had very constructive talks with the Trust and believe that we have found an acceptable way to proceed forward that benefits our members and allows the Trust move forward with its transformation programme.

The Trust has indicated that it wants all new rotas to be implemented and started by April 3rd, any stations that wish to go live can do so, any stations as said above that still have issue with their rotas should highlight it as soon as possible. It is vital that it is a majority of people on the rota are wanting the changes, but the Trust has committed to constructive talks with those stations to resolve any issues, in order to keep to the April 3rd timeline.

The joint Trade Unions have raised their concerns, many highlighted by members around the potential issues with cover and vehicles, however the Trust has given assurances that all rotas will be monitored on a monthly basis, with a view to a comprehensive review taking place in 6 months time, that will be shared with members, in order to see if there are any weak spots or areas that need to be tweaked in order to maintain a comprehensive cover.

With regards to the policies that were to be included in the package, it has been agreed that because of the way the package was sent out, these should be seperated from the rotas to form their own ‘package’, this was another point raised by members that the two should never have been put together, as those people happy with the rotas still felt that they had to reject due to the nature of the policy changes.

After a long discussion the Trust has agreed that status quo would apply and no changes would be enfored with regards to the following policies

* Meal break (including subsistence payments)
* Stand by

This is obviously a big step forward and shows a positive move in supporting the concerns of members. The next, and probably the main concern raised in the consultation was around the relief policy.

The following proposal has been agreed, as part of the 6 month monitoring period. The policy for relief in the rotas will not change, however members on permanent relief will be given the option (as a cluster) to choose one of the following relief rotas.

Relief rota option 1

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NAME** | **LINE** | **MON** | **TUE** | **WED** | **THU** | **FRI** | **SAT** | **SUN** | **U/S** |  |
|  | 1 |   |   |   |   |   |   |   |  |  |
|  | 2 |   |   |   |   | Rest Day | Rest Day | Rest Day |  |  |
|  | 3 | Rest Day | Rest Day |   |   |   |   |   |  |  |
|  | 4 |   |   |   |   |   | 0800-1800 | 0800-1800 |  |  |
|  | 5 |   |   |   |   |   |   |   |  |  |
|  | 6 |   |   |   |   |   | 0900-1900 | 0900-1900 |  |  |
|  | 7 |   |   |   |   |   |   |   |  |  |
|  | 8 |   |   |   |   | Rest Day | Rest Day | Rest Day |  |  |
|  | 9 | Rest Day | Rest Day |   |   |   |   |   |  |  |
|  | 10 |   |   |   |   |   |   |   |  25% |  |

Annual Leave outside of rota, but with a guarentee of two more weekends off due to annual leave allocation. So of the 6 weekends not allocated, two will be annual leave of your choice and 4 will be unknown shifts to be allocated through resource.

Relief rota Option 2

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Relief Rota |   |   |  |  |  |  |  |  |  |
| **NAME** | **LINE** | **MON** | **TUE** | **WED** | **THU** | **FRI** | **SAT** | **SUN** | **Hrs** | **U/S** |
|  | 1 |   |   |   |   |   |   |   |  |  |
|  | 2 |   |   |   |   | Rest Day | Rest Day | Rest Day |  |  |
|  | 3 | A/L | A/L | A/L | A/L | A/L | A/L | A/L | 31 |  |
|  | 4 | A/L | A/L | A/L | A/L | A/L | A/L | A/L | 30.5 |  |
|  | 5 | Rest Day | Rest Day |   |   |   | 0900-1900 | 0900-1900 |  |  |
|  | 6 |   |   |   |   |   |   |   |  |  |
|  | 7 |   |   |   |   |   |   |   |  |  |
|  | 8 |   |   |   |   | Rest Day | Rest Day | Rest Day |  |  |
|  | 9 | Rest Day | Rest Day |   |   |   | 0800-1800 | 0800-1800 |  |  |
|  | 10 |   |   |   |   |   |   |   |  |  |
|  |  |  |  |  |  |  |  |  | 61.5 | 25% |

Annual leave inside the rota gives the picture as above so guarenteed 4 weekends off in ten, two pre allocated weekends leaving only 4 weekends unknown to be allocated in line with usual notice periods. This guarentees 19 days off every 8 weeks (based on full annual leave allocatin, TOIL may be required where full allocation isn’t available).

The annual leave weeks can be split up, with annual leave in line 4 being moved to line 9, and the surrounding lines moved to fit, this would guarentee 12 days off every 5 weeks (based on full annual leave allocation, TOIL may be required where full allocation isnt available).

Smaller rotas can also be developed, e.g. 5 line rotas, following a similar format.

Further to the above developments, the joint trade unions also had preliminary discussions on the potential introduction of policies to benefit members and improve their work life balance. These include a robust end of shift policy, a clear and positive career progression framework, improved annual leave policy, introduction of an urgent tier across the patch, and a supportive step down policy in response to the national working longer programme.

**Changes in brief**

* Improved Relief Rota
* Continue to monitor rotas once implimented
* Commit to help any stations still having rota issues (has to be majority on rota wanting changes)
* Maintain current meal break policy – including subbies
* Maintain current standby policy
* Work on improved leave policy
* Commitment to work on more robust end of shift policy
* Work on wider implimentation of urgent tier
* Work on a step down policy

UNISON, GMB and Unite the Union, have all been involved in the discussions since the consultative ballot. The feedback has been invaluable in shaping the direction of this package. All the unions now feel, taking on board what members have said, that this is the best package that can be achieved.

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