

ONE UNISON VOICE



Newsletter of Salisbury Health Branch

Summer 2023

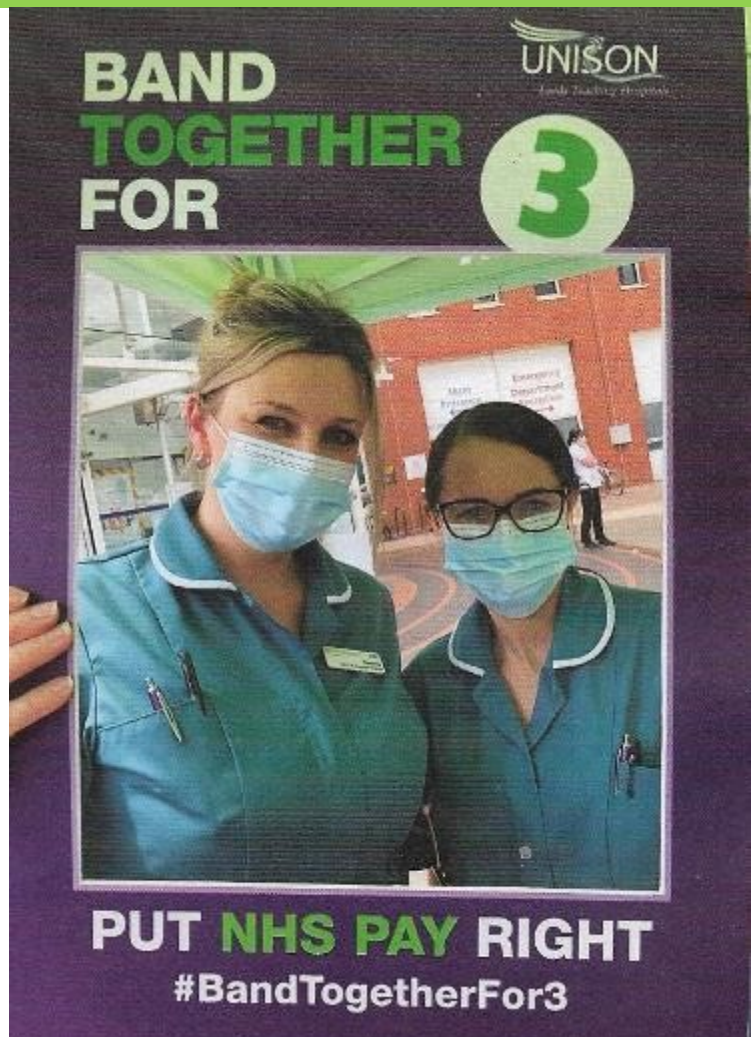
UNISON Gains Rebanding for Hundreds of Healthcare Assistants at Salisbury District Hospital

Thanks to UNISON action nationally and locally, hundreds of healthcare assistants were put up a band at Salisbury NHS FT from 1st April 2023, with a backdated recognition award of up to four years for some staff based on length of service. Bank staff are also being rebanded for future shifts, with some backdating of pay.

As reported in our branch newsletter in January 2022, our lead steward approached the NHS Trust to press for a banding review for HCAs on the basis of national guidance produced thanks to UNISON pressure via the NHS Staff Council. We were well aware that many band 2 HCAs had over time taken on many news duties and gained a higher level of knowledge and skills that was not being reflected in their pay, hence the need to a review. As a result of UNISON's claim, the Trust agreed to a review and in late 2022 they made the proposal to upgrade all current band 2's to band 3 and this was then implemented earlier this year with staff getting their new banding and back pay in May. Individuals were given the right to opt out if they did not want to take on the additional duties of a

band 3,

and in some cases protection of earnings was needed because of the reduced unsocial hours rates at band 3 compared to band 2, but overall HCAs at the Trust are much better off as a result of this change, both in the short term and into the future. Overall this rebanding cost the Trust £740k in increased pay



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and £620k for payment of the recognition award to staff, that is an extra £1.3M that is now in staff pockets as a result of UNISON's work on your behalf.

Speaking of the rebanding success, lead steward Mark Wareham said "this is one of the proudest moments of my role as your representative at the hospital. I have long been unhappy at the fact that the Trust had a disproportionately large number of band 2's compared to band 3's when I knew full well that lots of staff had been working above the band 2 level for quite some time. I am glad that the Trust, thanks to the guidance from our national job evaluation group, finally recognised the need to reassess the work of this valuable group of staff and I am pleased with the outcome for our members."

What about my banding?

We are aware that the consequence of such a large rebanding exercise at the hospital has led many others to query the banding of their job in the NHS. Unfortunately, however, for most jobs in the NHS, a rebanding exercise is not going to be the way to improve rates of pay because in order to make the case for a banding review under the national job evaluation scheme, one must demonstrate that the job has changed significantly in terms of the job weight (level of knowledge and skills and duties—not workload), since the job was last evaluated. There are however occasions when there is a legitimate case for a review where the job has changed over time and if that is the case line management should update job descriptions and get them submitted for a review. If you believe that your job may have increased in terms of the level of work being undertaken, particularly in terms of the knowledge and skills required to do it, please approach your steward for advice.

In terms of jobs outside the NHS the issue is rather more complicated because most non-NHS employers do not operate a transparent partnership based evaluation system for jobs like the NHS. Too often in the private sector, job evaluation, where it is done, is outsourced to so called professional companies, or in some cases there really isn't an objective measure of the weight of a job and pay and banding is done much more subjectively. You often find in the private sector (and I include GPs surgeries in this) that employers frown on people sharing information about their pay because when staff get to know what others are paid it exposes how unfair and arbitrary the setting of pay can be where unions are not involved. The same principles of equal pay for work of equal value does still apply to all employers and so claims can be made for a reassessment of pay, via grievance and even up to Tribunal, but unfortunately the legislation only enables such claims to be made on the basis of differentials according to sex, so one has to find a comparator of a different sex who is being paid more for the same level of work to be able to make a claim, you can't compare or protest under law about a fellow man or woman being paid more, although of course you can still protest about the unfairness if there isn't an objective reason for the difference.

Ultimately what we see in the NHS is the value of union representation and it is the case that where we are recognised by employers to bargain on your behalf, we are able to achieve so much more than we can where we can only provide individual assistance.

Subsidiary Companies Update

Sterile Services Ltd—this joint venture company recently agreed to mirror the NHS pay award for 22/24, including the lump sum. We continue to be recognised by this employer who thankfully continue to apply NHS terms and conditions.

Salisbury Linen Services –agreed to a 8% increase in pay for 2023 and last year they incorporated their performance bonus into basic pay, something that the union had been pressing for for some time. The company also recently launched a consultation with staff in their laundry in Sussex proposing that staff on NHS terms agreed to switch to company terms because of a loss of some business. The branch has provided advice and assistance to these members.

Branch General Meeting

The next general member's meeting of the branch will take place at 6.15pm on -

Wednesday 26th July 2023

In Meeting Room 1, Salisbury Methodist Church, St Edmunds Church Street, Salisbury

You can also join the meeting online and if you would like the weblink please message the Branch Secretary (see page 4).

Tolpuddle 2023

The trade union festival in south Dorset, commemorating the six martyrs from the village of Tolpuddle who were transported to Australia for daring to form a union to oppose cuts in their pay in 1834, is taking place on -

Sunday 16th July 2023

The local Trades Union Council is hiring a bus and some seats are still available, so please contact the Branch Secretary (see page 4) if you are interested.

UNISON Stall - Happy 75th Birthday NHS

There will be a membership and campaign stall in Springs Restaurant on level 2 on -

Thursday 6th July 11am till 3pm

We will have freebies available for members, including the ever popular 'stress relievers' and our 75th birthday badges.

We will be toasting the 75th Birthday of the NHS (on 5th July) with free coffee from 11am and cake from 1pm, whilst it lasts, for their members who come along to the stall.



Branch Helps Member Win Racial Harassment Claim at Tribunal

Using our union's legal services provided by Thompsons solicitors, we were able to assist a member in winning a four figure sum in compensation for race discrimination earlier this year. The claim was taken by a member against their employer, Renovo South Newton Limited. The compensation sum was for injury to the member's feelings as a result of the failure by the employer to protect our member from harassment by patients. The employer did not make any defence in this case.

Congratulations Mark

Our Branch Secretary, Mark Wareham, has been re-elected for a second term on our union's National Executive Council. Mark received 2703 against 1677 votes for the other candidate in the election that took place in May. Mark now continues to represent the south west region on our NEC in the Male seat, the union's senior lay decision making body, alongside Becky Brookman from Dorset, Women's, and Wendy Walker from Torbay Health, Reserved seat.



Chair and Equalities —
Zara Salisbury

Secretary & membership—
Mark Wareham

*Treasurer, Health & Safety
and Black Members*—Denis
Bangura

Labour Link—Caroline
Corbin

Welfare—Clare Christopher

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UNISON's website -
<http://www.unison.org.uk/>

Upcoming UNISON Conferences

Please let us know if you are
interested in attending any of
these conferences -

Retired Members
Edinburgh
3rd and 4th October 2023

Disabled Members
Edinburgh

28th to 30th October 2023

LGBT+ Members
Liverpool
10th to 12th November 2023

Young Members
Newcastle
24th to 26th November 2023



Deadline date for next issue—Oct 23

Edited by: Mark Wareham

This newsletter is published by SALISBURY HEALTH BRANCH UNISON

*The views expressed in this newsletter are not necessarily those of
UNISON , the branch or the editor*

It is in all our interests that we have a strong union. The more members
we have the better job we can do. Why not encourage colleagues to join?
Please do give them the slip below and advise them to drop us a line.

Everyone needs a helping hand at work sometimes.

Joining UNISON — Britain's biggest union — gives you a voice that's heard. So from negotiating better pay and conditions to supporting you in cases of grievance or disciplinary action, advice on health and safety or education and training, your UNISON branch is there to help. And it offers a great range of extra membership benefits too.

Join **UNISON** — altogether a better union.

To join contact your UNISON rep

See above

UNISON *direct*

Or call the UNISON recruitment hotline **0800 0 857 857**

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