

#FairPayForHCAs

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1. What has happened since 1st February 2022?

It is exactly a year to the day since UNISON submitted our collective re-banding claim on behalf of all Band 2 HCAs working at MPH. To address the claim, we set up a joint working group with the employer, involving HCA reps and SFT senior managers and HR.

UNISON HCA Reps were trained to gather evidence to support the claim and worked hard. The information required for the review is nearly complete and is now being used to update Job Descriptions. The information gathered will determine the number of Band 2 and Band 3 roles required in each area to deliver the service.

2. What next?

Updated Job Descriptions will be agreed in consultation with UNISON HCA Reps and then matched to NHS national role profiles to determine their banding. UNISON have submitted a proposal about how to handle the regrading process and the employer will respond at a special meeting on 23rd February 2023.

UNISON's aim remains for all HCAs who have shown they carry out band 3 duties to be re-banded, without exception, and that this is settled within weeks. UNISON briefings has been set up for our workplace contacts on 27th and 28th February.

Member Actions

1

Become a steward or contact on your ward

2

Share this communication

3

**Ask colleagues to Join UNISON!
The more members we have the, stronger position we are in to negotiate a better outcome**

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3. What about backpay?

The claim submitted on 1st February 2022 "stopped the clock" so pay and grading changes are expected to apply from at least this date. UNISON has argued strongly that it should go further back than this as some HCAs have been carrying out Band 3 duties for years. UNISON has also made the case for experienced HCAs to move to the top of Band 3 to reflect the pay progression they should have received. The employer will respond to this in the meeting on 23rd February.

Any reasonable compensation offer will be put to UNISON members in a ballot for collective agreement.

4. How can I help?

Become a workplace rep or contact.

As a contact you will receive information to pass out to members and collect information to pass back to UNISON reps.

As a workplace rep you will be able to:

- get paid time off and training to do your role
- be part of our team of HCA reps
- help decide which campaign the union should focus on next for HCAs

Email the branch at office@unisonsh.org.uk for more information or to talk to an existing HCA rep.

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