

Pay fair for patient care

Getting it right for
healthcare support staff

June 2023

Re-grading implementation update

1 to 1 meetings with managers are under way at all community hospitals. Three community hospitals (Burnham on Sea, Crewkerne and Minehead) have already completed the process and are reporting the process to HR. Our expectation is that all remaining HCA re-grading decisions will be completed in time for the July payroll (with Band 3 pay backdated to 1 April 2023), which puts us right on track with the plan.

HCA's who do not currently meet the Band 3 job description should be having a career conversation with their manager to agree a clear and time-defined personal development plan to acquire the skills competencies they need to progress to Band 3. A reasonable expectation is that a new starter should be able to complete the development pathway after 12 months.

Any HCA's who feel the re-grading outcome is not correct can appeal, by writing to Suki Morris (Associate Director of Patient Care) within 14 days of the decision and citing the reasons for disputing the decision. Appeals will be heard by an independent panel, with UNISON involvement.

Outstanding information

UNISON will receive information on the final number of staff that have been re graded through this process. We have requested an Equality Impact Assessment, to check that no group is disadvantaged, for instance international colleagues who may not have had their clinical qualifications and transferable skills properly recognised.

We are also awaiting details of the proposed future skill mix of Band 2 and 3 roles for each community hospital. Further work is being undertaken to address the banding status of bank-only contract workers, and HCA apprentices.

Back pay

SFT have made an initial offer to UNISON regarding back pay compensation, for eligible service prior to 1 April 2023. UNISON is currently in negotiation with the trust, seeking to improve on this offer. We are aware of settlements made in other trusts, and taking this into account in our negotiations at SFT.

A key principle in our negotiations is ensuring that each member of staff gets a fair and proportionate level of compensation based on their length of service.

Any final draft proposal will be put to a consultative ballot of UNISON members who have been successfully re-graded. We anticipate that this ballot will take place in September, to allow for completion of the re-grading review across the whole of SFT, including Yeovil Hospital where the process has just started.

Please ensure you have completed the back pay registration form to help inform our negotiations and so we can ensure you are included in the ballot.



Three things to do

Re-grading issues

Do you disagree with the outcome? Has your 1 to 1 not yet taken place? Please let your local UNISON rep know so we can work with you to fix any issues.

Back pay registration form

If you have been successfully re-graded, please scan the QR code to complete the form registering your interest in back pay.

Join UNISON

Please encourage your colleagues to join UNISON. If they join now they can participate in the consultative ballot: join.unison.org.uk