

# Pay fair for patient care

Getting it right for  
healthcare support staff

**June 2023**

## Re-grading implementation update

UNISON has received the June payroll returns report showing that 153 band 2 HCAs at MPH have had their 1 to 1 meeting with their manager, resulting in 97 staff obtaining a re-grading to Band 3. 56 staff are either remaining on band 2 roles, to continue carrying out personal care duties only, or have yet to achieve the competencies required to meet the band 3 HCA job description. Many in this latter group will have relatively short service with the trust (less than 1 year).

While this represents some good progress with the re-grading implementation plan, it does mean that 453 staff – 75% of MPH HCAs - still have not had their 1 to 1s, and are awaiting a re-grading decision. It appears that many medical and surgical wards have not started the process at all. UNISON is working with senior trust leads to ensure that the management process is urgently stepped up for completion in time for the July payroll.

All re-grading decisions in any case are effective from 1 April 2023, whatever the delay in the programme of 1 to 1s.

UNISON has identified some localised issues with the application of the re-grading process in particular departments, and where appropriate we are intervening to ensure correct guidance is used. This has meant a re-set in one or two cases.

HCAs 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 HCAs 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.

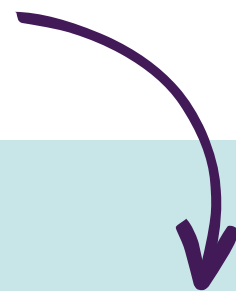
## Back pay

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](https://join.unison.org.uk)

