



Our ref: SS180711.sy

18 July 2011

Alan Lofthouse
UNISON
South Western Ambulance Service NHS Foundation Trust
Room 101, Acorn Building
Ringwood Road
St Leonards
Dorset, BH24 2RR

Trust Headquarters

Abbey Court
Eagle Way
Exeter
Devon
EX2 7HY

Tel: 01392 261500
Fax: 01392 261510
Website: www.swast.nhs.uk

Dear Alan

Proposed changes to Protection Arrangements

Thank you for your letter dated 12 July 2011 in response to the proposals to amend protection arrangements.

I apologise that you have not received an electronic version of the consultation document and have attached it with this letter.

With regards to the financial information, this is relating to the proposals for the mileage protection which is proving difficult to extract. In discussions with our finance team it is not possible to identify which travel claims are associated to 'management of change' protection and which is more general mileage claims.

I can advise that benchmarking on protection in other Ambulance Trust's was undertaken and details of this are included in the paper attached. Further benchmarking across the NHS may be possible but I do not have this available at this time. I would be surprised if the majority of Trusts had a protection arrangement that had potential to protect change up to 5 years.

I maintain the position that the inability for the Trust to effect change in a timely and effective way is damaging to the organisational efficiency going forwards. The Trust has an excellent track record of managing redeployment and is committed to protecting employment for all staff. However to achieve this we need to also consider the implications of equality and equity for the principles of 'equal pay for work of equal value' wherever possible. It is unrealistic to sustain that an offer of 'suitable alternative employment' comes with full protection of earnings for up to 5 years.



I have attached a very initial draft EQIA and would welcome your involvement and joint agreement on this as outlined.

Please do not hesitate to contact me should you require clarification on any of the points raised.

Yours sincerely,

Sue Steen
Director of HR and Governance

