

SOUTH WESTERN AMBULANCE BRANCH



Sue Steen
South Western Ambulance Service NHS Foundation Trust
Trust Headquarters
Abbey Court
Eagle Way
Exeter
EX2 7HY

Alan Lofthouse
UNISON
South Western Ambulance Service
Acorn Building,
Ringwood Road,
St Leonards,
Dorset,
BH24 2RR
Email: alan@swamb.com
Website: www.swamb.com
Tel: 07773034636

12th September 2011

Response to formal proposal on Pay Protection

Dear Sue,

I am responding to your last letter which was sent as a formal proposal to our branch executive meeting held on 7th September. The proposal was tabled at our executive and a long discussion was held.

I would like to outline the views of the executive to the proposal. We understand the rationale of the organisation in reviewing its pay protection arrangements. We would like to reiterate that we do not see the current agreement as directly in contradiction with equalities legislation. As stated before, and confirmed by equalities advice we have sought through the union, there would be a greater risk of discrimination if we were involved in widespread job evaluation.

We do, however, acknowledge that the purpose of pay protection is to provide a cushion whilst the employee adjusts to their new salary, or gains promotion back into their original pay band, and that this should be reasonable and proportionate.

Since our last negotiations around this term of service there has been news of a potential merger with our neighbouring Trust, Great Western Ambulance Service NHS Trust, and whilst we do not have a clear timeline, or know how the merger will be completed, it is clear that it would be unwise to agree an inconsistent protection term.

The executive acknowledged that we have come a long way from the Trust's original proposal of 1 year marked time protection and that the extension to a maximum of 30 months is a step in the right direction.

We did however have some concerns that the length of service in post criteria which, although set to acknowledge long service, are very broad and would prevent many members from receiving the full protection term.

We would like to reconvene negotiations with you around this proposal to ensure we have a clear understanding of what we would like to achieve through this policy, taking into account our likely future service model.

UNISON... *The Union For Ambulance Personnel*

BRANCH SECRETARY; ALAN LOFTHOUSE

BRANCH CHAIRMAN; IAN KNIGHT

BRANCH TREASURER; GRAHAM ROWLAND

SOUTH WESTERN AMBULANCE BRANCH



Our executive has asked me to request further negotiations to try and find an agreement. If this is agreeable I would like this to be added to our meeting agenda with Ian Hopkins and Simon Moss, or the PPPG.

Kind regards

Alan Lofthouse
Branch Secretary
South Western Ambulance Branch
UNISON

Cc: Regional Organiser
Cc: Branch Executive
Cc: Members