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Dear Alan,

**Consultation on Proposals for Pay Protection**

**Unison Branch Executive – 7 September 2011**

I am writing to confirm the Trust position with regard to the proposal as outlined above. The consultation with Unison on this proposal commenced on 30 March 2011 where a framework for discussion was tabled at the formal Joint Negotiating Consultation Committee (JNCC).

This proposal was then further discussed outside of the JNCC, as outlined in my letter dated 18 July 2011, when I responded to some of the questions you presented about this proposal. A draft Equality Impact Assessment (EQIA) was also provided with this response which identified any impact of this proposal and the reasons.

These were outlined in the main as a positive impact on those staff who work alongside colleagues on protected earnings and the potential this causes for complaints of unequal treatment, unequal pay and the general ability of the Trust to respond to organisational change over a reasonable period of time.

When the Trust experiences changes in service delivery and design with a need to realign the workforce to meet these changes, it is important that this is done in a sensitive and supportive way to existing staff and in consideration of their terms and conditions of employment. It is also important that this is affected in a reasonable period of time in order to protect the security of employment for all staff. To maintain an agreement that protects full earnings for a period of 5 years regardless of the length of service with the Trust or in the post is untenable moving forward.





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The current proposal is based on a need to more appropriately maintain current earnings for a period of 2 years but to remove the further agreement of up to 3 years protection in the current policy.

In response to our discussions since this date I am able to confirm the basis of a modified proposal which seeks to reflect the ability for employees who have been in post for a longer period of time, to receive a longer period of protection to change a more embedded lifestyle or to manage a career change.

**The formal proposal as modified is:**

Length of service in post between 0 – 5 years	12 months full protection
Length of service in post between 5 – 10 years	18 months full protection & 6 months half protection
Length of service in post 10+ years	24 months full protection & 6 months half protection

Proposing protection beyond this period (30 months) is considered to be excessive and not conducive to maintaining a fair and equitable reward package for staff which is based on the principle of equal pay for work of an equal value.

I hope that your considerations will concentrate on the main reasons for pay protection which is to i) enable a reasonable period for the employee to adjust their personal expenditure and ii) to enable the employee to re-establish themselves in their career in order to progress back to a previously held position.

Notwithstanding this following redeployment to a lower paid post the employee will be carrying out work that has been assessed with a lower job evaluation value and this does need to be considered. Pay protection is not a vehicle to try to hold on to pay for as long as possible and it should not create a financial cost pressure to the organisation that may ultimately place other employees at risk due to long term untenable pay agreements.

As I outlined in our ongoing discussions the Trust has not developed this proposal as a cost fixed saving exercise, it is to ensure equal pay and organisational flexibility to secure overall employment for as many people as possible.



I would request a formal response following your Branch Executive meeting with a clear position statement from Unison.

If I can be of any further assistance please let me know. I would be happy to attend your meeting to answer any questions if required.

Yours sincerely,



**Sue Steen**  
**Director of HR and Governance**

cc: Simon Moss  
Christine Dayus