



Dear GMB Members,

Just wanted to update you with our first meeting with the Trust's Matthew Joint and Henry Wilding regarding rightfully lifting ward clerks from Band 2 to band 3, with Christine and Linda accompanying myself and Gerry.

We have we feel provided even more evidence and information around the huge range of tasks you carry out on a daily basis across the role throughout the hospital.

Whilst you may not carry out all the duties every day, due to the sheer number that you may be asked to do means that the knowledge, training and experience (KTE) you need for such a variety of duties in an evaluation process KTE is the most heavily weighted factor in the NHS Job Evaluation (JE) Scheme. In fact, the level of KTE awarded can often make a difference between one pay band and the next.

When in January 2024 the failure to discuss this with both yourselves and the GMB meant this important factor was excluded from the evaluation process they say they carried out, meaning the role stayed at band 2.

We are demanding it is re-evaluated with a KTE score included and yours and our input. To that we have now provided significant extra information about what it is you do some or all of the day. We need to allow them time to look through it, so we are going to meet on May 1st to see what any proposed new J/D might look like.

Once we get that and before they put it to panel, we will send it to our own job evaluation team to run their eyes over it, to make sure they don't make the same mistakes again. We would also need to come to an agreement around an amount and commencement date of any back pay.

We may also need to apply pressure to the Trust if they seem unhelpful in settling this matter. This might mean going through an industrial ballot process to protect members' position and force a change of heart to any reluctance on behalf of the Trust to give you what you deserve. Nothing of course to worry about but a heads up just in case.

In the meantime, if you have any questions or further information you think we should have then please speak in the first instance with Christine or Linda, and if you know any colleagues not yet in the GMB then have a word, as the more voices we add, the stronger we become and the better the result.

Regards

Gary Palmer
GMB Organiser