



Pay Fair for Patient Care No more delays in rebanding Pennine Care HCAs



Pennine Care Campaign Update and FAQ **January 2021**



UNISON members working as healthcare assistants in Pennine Care NHS Foundation Trust have been campaigning for fair pay and fair role banding since 2018, after it became clear that most staff were undertaking band 3 duties, but only paid at band 2.

After hundreds of staff completed surveys about their work duties and submitted additional evidence, together we achieved a significant step forward in October last year, when UNISON reached agreement with the Trust on a revised job description which reflects what HCAs really do on wards and departments in Pennine Care. This role was evaluated as a band 3, meaning that hundreds of HCA staff are now due a banding uplift.

However, despite this progress and the Trust's recognition of the problem, Pennine Care are yet to reband any staff to a band 3 role or pay the back pay HCA staff are entitled to. UNISON is calling for the Trust to step up and fairly recognise and reward HCAs without further delay.

What's the hold up?

Whilst Pennine Care have now agreed a HCA job description which has been evaluated at band 3, they have not yet agreed a deal to ensure staff receive a fair amount of back pay for hundreds of HCA staff, in recognition of work they've undertaken at this level whilst only being paid at band 2.

TIMELINE – how we got here:

- 2018 – UNISON members gathered evidence that hundreds of HCA are working above their pay band, in breach of the job evaluation scheme
- 2019/2020 – Evidence submitted to Pennine Care. The Trust agree to develop a job description to reflect the evidence gathered, and develop this with UNISON.
- 2021 – New job description is evaluated as a band 3, UNISON submits proposal to the Trust to rectify the underpayment of hundreds of HCA staff, Pennine Care are yet to agree...

UNISON PENNINE CARE - PAY FAIR FOR PATIENT CARE UPDATE – JANUARY 2022

Under the NHS Job Evaluation Scheme and Agenda for Change, staff are entitled to back pay if they have been working above their pay band, to reflect the work already done at a higher grade. In other large Greater Manchester Trusts such as Manchester University NHS Foundation Trust, Stockport NHS Foundation Trust and Wigan, Wrightington and Leigh NHS Foundation Trust, UNISON has agreed a framework whereby all HCA staff will receive back pay at band 3 with no detriment up to as far back as 2018, to recognise the contribution they've made whilst being underpaid for their role.

UNISON have put this proposal to the Trust, but Pennine Care have yet to agree to it, raising the back pay date as a sticking point – even though thousands of other HCAs in Greater Manchester have received this deal, and hundreds in Pennine Care may have been undertaking band 3 duties for an even longer period.

HCAs in Pennine Care deserve no less than their colleagues in other Greater Manchester Trusts. You deserve fair recognition for the work you've undertaken in incredibly challenging circumstances. We will consult members on any back pay deal before it's agreed, but we don't believe it's fair to recommend to our members that they should receive any less than HCAs in larger Greater Manchester NHS Trusts.

Now is the time to demonstrate the strength of feeling of our members and show the Trust that Pennine Care HCAs deserve fair pay and fair recognition.

That's why we've launched a petition to the board, which you can sign online at www.unisonnw.org/payfairpennine or complete in paper version.

Frequently asked questions

Will all HCAs in Pennine Care be upbanded to band 3?

All HCAs who can demonstrate they are, and have been, working at band 3 level should receive back pay, and an opportunity to progress to a band 3 role. However, we are waiting for Pennine Care's response in our current discussions, working through how the process of providing evidence for this will work in practice.

UNISON believes that most HCAs in Pennine Care, if not all, will have been working to band 3 level due to the nature of the work you do, the agreed job description in the Trust which has now been evaluated at band 3, and the feedback and evidence we've received from our members. However, this will need to be demonstrated once a proposed way forward has been agreed by the Trust.

Can the Trust refuse to upband staff and provide back pay?

Pennine Care, like all NHS Trusts, must evaluate roles in line with the NHS Job Evaluation Scheme. That scheme entitles you to a rebanding process if it is agreed your role has changed since your job description was written, and if your role as it is now is evaluated at a higher band. This should be retrospective to an agreed date, which means you should receive back pay for an agreed period during which you've been undertaking different duties.

We have made progress in moving this process forward, but current delays and lack of commitment by the Trust to key principles on back pay have led us to launch our petition this year.

Have other HCAs in Greater Manchester received back pay if they've been working to band 3?

Following successful campaigns by UNISON members, HCAs in a number of other NHS Trusts in Greater Manchester have received, or are due to receive, back pay and be upbanded to band 3 after recognition they have been working at this level for some time, but only paid at band 2.

Three of the biggest Trusts in the city region – Manchester University NHS Foundation Trust, Stockport NHS Foundation Trust and Wigan, Wrightington and Leigh NHS Foundation Trust, have agreed a framework with UNISON to ensure staff receive back pay up to as far back as 2018, and have the opportunity to progress to a band 3 role. UNISON believes this framework is a fair and practical way to resolve the misbanding issue, and UNISON members in those trusts endorsed it overwhelmingly through a consultative ballot. We believe Pennine Care should offer you no less than what HCA's in those acute trusts have been given.

If UNISON negotiates a framework with Pennine Care to resolve this, will I get a say?

Yes. UNISON will consult our HCA members in Pennine Care on any final draft proposal we negotiate with Pennine Care, and we won't agree it until and unless members have had a vote. However, at the moment we haven't reached agreement or received a commitment from Pennine Care that they will provide even the level of compensation and back pay that's been paid to your HCA colleagues in other hospitals in Greater Manchester.

We don't think it's right to ask you to accept less just because you work in a mental health Trust, and that's why we've launched a petition to the Trust at this stage, to call on your employer to make a fair proposal.

Will a petition make any difference?

Our petition is an important step in demonstrating the level of support for you and your HCA colleagues, both within the HCA team and amongst other Pennine Care staff. We need to show the Trust the strength of feeling on this issue, as well as showing MPs, councillors and the media how strongly how members feel about getting fair pay for the duties they undertake.

We will be holding members' meetings on the dates below, online, and a link to register is below. We'll be discussing how we escalate our campaign following our petition at these meetings, should we need to.

Join us at one of our meetings online to discuss what the progress over the last few months means for you as a band 2 HCA, and the next steps in our campaign.

Monday 31st January 2pm – 3pm

Tuesday 1st February 7pm – 8pm

Register here: www.unisonnw.org/penninemeetings