

Phlebotomy consultation

Introduction

This online consultation ballot will run from Wednesday 4 March until noon on Tuesday 10 March.

These materials form the information pack for members for the consultation ballot on the ACAS supported negotiation outcome offer from the employer.

Following lengthy negotiations to seek a resolution to the ongoing dispute, a final offer comprising two options is now available to put to members.

The negotiations have been conducted by three local representatives, supported by the UNISON branch secretary Francis O’Ryan, dispute manager Lisa Youlton and regional secretary Tim Roberts.

The negotiators position has been informed by a mandate from members. The options outlined below amounts to the employer’s final offer to members and we are clear that further negotiations will not result in any further improvements to the offer.

All members involved in the dispute are encouraged to read the information below both options. Members can choose to:

- Accept both options
- Accept one option and reject the other
- Reject both options.

If more members accept than reject both options, then the option with the greatest support will be the one that will settle the dispute.

If either option is accepted, the strike will cease within 48 hours of the ballot outcome. The trust has stated that you will not be expected to return to your duties straight away and there will be a reintegration process involving training and workplace psychologist support. The trust will undertake phlebotomy skills check in and support on a regular basis.

Employer's proposal

During the talks, the employer made it clear that for the duration of the strike phlebotomy services have continued in some format to meet patient care needs. They have been clear that they no longer wish to have staff working all their contracted hours as phlebotomists.

Option 1:

A joint referral is made to the national job evaluation group for an assessment. The outcome of which will be accepted by both employer and staff/trade unions.

- Overpayment of salary will be written off
- Protection of unsocial hours payments for the protected role period of period of 6 months
- 42 days consultation will commence on redesignation of role to HCSW
- Minimum of 12 weeks notice for any job changes
- Protection of specialist phlebotomy role for 6 months – this may be extended if the consultation period and 12 notice weeks take longer than 6 months
- Protection of the HCSW role for phlebotomists that the role will not involve any personal care tasks (i.e. washing patients)
- Agreement that should any backpay dispute arise following a rebanding that the trust will adhere to the timescales in its own grievance policy
- Any backpay will be paid to phlebotomists who have left the Trust but who were employed at the time covered by the backpay period

Option 2:

Phlebotomy staff accept and move immediately onto a bespoke health care support worker role at band 3.

- Staff employed for more than 2 years move to the top pay point of band 3
- Staff receive back pay between current pay and the new band 3 role back to 1 February 2025
- Unsocial hours payments are protected under the trusts policy (policy states 12 months)
- At least 50% of working time will be spent delivering phlebotomy services, the remainder will be spent doing outpatient duties

How to vote

This is an electronic ballot. The ballot will open on Wednesday 4 March and will close at midday on Tuesday 10 March.

Members can vote yes or no for BOTH options.

For example, if you do not wish to accept the HCSW offer you may vote no for that and yes for the JEG panel.

Equally, if you consider you would accept either option you can vote yes for both.

Should you wish to reject both options then you should vote no for both.

What happens if I vote no to both options

As no further negotiations are possible, if you decide to vote no to both options you should do so on the understanding that you are committing to escalating industrial action and campaigning on your current dispute.