

Our ref: CD/kt/10209/FT contracts

Your ref:

When telephoning please ask for:

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11 March 2013

Dear Sue

Together with my colleague Simon Newell, the UNISON regional organiser that supports the former GWAST staff, I recently had the opportunity to meet with representatives from both current UNISON branches to discuss issues of concern on which the branches were seeking advice. We discussed a number of issues including the recent HR1 completed and issued by yourself and the proposal to issue new Foundation Trust contracts of employment to new employees, which are not in accord with the Agenda for Change (AFC) agreement.

At the meeting Simon and I raised significant concerns in particular with the latter matter and in that respect we asked that a meeting be set up to discuss this with yourself and the lead UNISON representatives as soon as possible. However, given the significant pressure on all of our diaries we felt we needed to go on the record to register our strongest objection to the development of any contractual conditions which are contrary to the AFC agreement.

You will be aware of the development of the South West NHS Regional Pay Consortium and the significant campaign of opposition that has been organised by the joint trade unions, with UNISON taking the leading role. It would appear that what you are proposing mirrors many of the proposals considered by the consortium and, indeed, in some respects goes further. We must say we are dismayed that SWAST having declined to be part of the Consortium are now proposing to "go it alone" at a time when staff have just accepted changes to the National AFC agreement.

We have alerted UNISON national officers/negotiators to the proposal from the Trust who expressed their surprise and dismay, given the very lengthy national negotiations and the changes which are due to be implemented in April this year (2013).

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INVESTOR IN PEOPLE

General Secretary *Dave Prentis* Deputy General Secretary *Keith Sommet* Regional Secretary (South West) *Ian Ducat*

Cont'd..

We are advised that you have not as yet implemented the new contract and that you are seeking trade union responses and wish to engage in discussion in this regard. Could you please confirm that this is indeed your position?

We hope this matter will not be allowed to damage the mature working relationship between the Trust and UNISON, which has been developed over many years, and that we can all meet to discuss as soon as diaries will permit and that in the meantime the Trust will desist from implementing the said proposal.

We look forward to your earliest response.

Yours sincerely

*Chris Dayus*

*Simon Newell*

**Chris Dayus**  
**Regional Organiser**

**Simon Newell**  
**Regional Organiser**

Cc Simon Moss UNISON SWAST Branch Secretary  
Chris Nelson UNISON SWAST Assistant Branch Secretary  
Dave Phillips UNISON SWAST Branch Chair  
Jo Fowles UNISON GWAST Branch Secretary