Anonymous 1

I and my colleagues discovered that we had not been included in a re-banding exercise as we ought to have been. We alerted our union and partnership rep in order to remedy this.

In the ensuing negotiations it was accepted that we should have been included in this exercise and as a result a number of staff had not been paid at the proper rate-in some cases for ten years.

However, an agreement was made between the Partnership Rep and management to recompense staff for only up to two years. This was deemed not acceptable by all of the staff involved. However, the employer implemented their proposal as it had the agreement of the partnership rep.

We were left to pursue a grievance which was ruled inadmissible on a technicality.

The affected staff do not believe they were treated fairly or consistently and were excluded from a decision that has significantly and adversely affected them.