UNISON'S CONCERNS

The feedback we have received from our members is of a grave concern that the burden of resolving the financial position in Tayside will lead to a direct impact on their working conditions, pay and physical wellbeing.

At present staff are expected to work additional hours without payment or for limited time back as well as coping with reduced staffing levels, but still an expectation that the same workload is produced along with maintaining the same safe standards of quality and care.

They are also being asked to take on extra duties without proper recourse to the re-evaluation system as per the Agenda for Change Agreement although this is being done under the guise of “flexible working”.

Our members are already operating “flexible working “where appropriate provided that it does not affect the quality of care to patients and maintains safe working practices.

We feel that Initiatives such as e-Rostering have not produced the promised stability required to deliver a cost effective workforce but in fact has resulted in an increase in supplementary staffing costs.

The six work streams to date are not meeting the financial targets set and. NHS Tayside appears to feel that to produce the largest saving they simply have to put in place what amounts to a recruitment freeze and not fill vacant posts. We feel that not only does this not produce any long term recurring savings but invariably impacts again on supplementary staffing costs.

Unison is presently fully engaged in the Work Streams but is finding itself increasingly frustrated by the lack of openness and transparency from the Transformation Programme Board. An example of this would be the unwillingness to share Minutes which the Chief Executive openly informed us would constitute a risk to share with the wider Staffside which would lead us to question NHS Tayside’s commitment to full Partnership working and compliance with the relevant Staff Governance Standard.
We are also extremely concerned by the fact that we find ourselves once again in a very similar situation to that of fifteen years ago when a previous Task Force had to produce a set of recommendations to help get us back on track which if consistently had been adhered to, would have prevented us ending up in exactly the same situation. As a result we feel it is inappropriate in these circumstances that NHS Tayside felt it was justified in recommending that the present Senior Management warranted their performance related extra payments.

Jenny Alexander       Raymond Marshall  
Joint Branch Secretary      Joint Branch Secretary  
Tayside Healthcare Branch  Tayside Healthcare Branch