

Dear Colleague,

Over the past few months UNISON NTW branch has been engaged in discussions with management surrounding the implementation of the 'Next Steps' programme and its impact on UNISON members.

The structures will be released on 6th December for staff consultation. Following their release UNISON will be holding a series of workplace meetings for members.

During negotiations the trust has been unwilling to commit to no compulsory redundancies although they will seek to avoid them. UNISON's position however remains unchanged.

- **We are committed to an approach to managing job loss:**

- *No compulsory redundancies;*
- *Vacancy control for staff at risk;*
- *An agreed policy and procedure to maximise redeployment opportunities;*
- *Promotion of investment in workforce development and learning;*
- *Equality and diversity including the use of Equality Impact Assessments in relation to employment and service delivery;*

- **Full consultation – as long as it takes;**

- **Partnership working:**

- *An agreed process for trade union and workforce involvement in service reviews, options appraisals, procurement and efficiency reviews;*
- *A commitment to in-house service improvement plans and include a clear commitment to an in-house bid where appropriate.*

- **Protection of terms and conditions**

More information will follow with detail of consultation meetings in your area.

For further information, or if you or your worker group would like a meeting to discuss the proposed changes contact the UNISON branch office on: unison@ntw.nhs.uk