



AP NEWS

Bringing you the latest news about UNISON's work on behalf of members who work in Approved Premises

AP RESIDENTIAL WORKER JOB EVALUATION APPEAL

UNISON has served notice on the NPS that we want the AP Residential Worker role to be evaluated under the NPS job evaluation scheme as required for any new role once staff have been working it for at least 6 months.

This is the first of a number of jobs which UNISON has asked the NPS to review, as provided for under the NPS job evaluation scheme.

BACKGROUND

Job evaluation is the process of measuring the demands of jobs and then ranking them in order to design a pay and grading scheme.

Back in 2017 the NPS changed the AP Residential Worker job description as part of the E3 proposals. This change to the job description, once it had been put through the NPS job evaluation scheme, led to many AP residential workers who were previously paid on pay band 3 to be placed on lower pay band 2. UNISON appealed this at the time, but we were unsuccessful.

Since that time, UNISON has been made aware by members working as AP Residential Workers that the NPS has added to their daily tasks and proposed in some cases significant new duties to the original E3 job description.

This has led to many members raising questions over their role and what the NPS can reasonably expect them to do as a band 2 employee. This is one of the reasons that UNISON asked the NPS formally to open a review of the AP Residential Worker job description.

By way of response, the NPS has asked UNISON to bring forward evidence that the AP Residential Worker role has changed since the implementation of the E3 job description for the role.

INFORMATION NEEDED

In order to support our request that the NPS formally reviews the AP Residential Worker job evaluation result, members who work as Residential Workers are asked to look at the existing job description for your job and to add in any new tasks, or changes to tasks, which you have been asked to undertake since the introduction of the new job description back in 2017.

Circulated with this bulletin you will find a copy of your job description. Please insert any new tasks or significantly changed tasks on the job description and pass to your local UNISON representative who will collate responses and send back to the UNISON Centre. If possible please use 'Track Changes' in Word to amend the job description.

If you are not a trade union member and you work in an approved premises, join UNISON now to get the pay to which you are entitled and to campaign for better working conditions in APs.

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