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FOR ADDRESSEE ONLY

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Date: 11 April 2025

Dear Christopher,

Re: Phlebotomy Banding Dispute

Thank you for your letter dated 7 April 2025 confirming an additional week of industrial action. Further to the collective grievance submitted by the Phlebotomy team in late September 2024, which subsequently we agreed jointly would be addressed through the appropriate process of job evaluation review. We have now concluded this process.

As part of this process, we have:

- reviewed the role profile submitted by the Phlebotomy team, current and previous
- reviewed Band 2 profiles from other Trusts and their matching outcomes
- reviewed Band 3 profiles from other Trusts and their matching outcomes
- reviewed the role profile submitted by the Phlebotomy team against the Phlebotomists Band 2 National Profile, with Staff Side input
- taken into account the relevant parts of the NHS Job Evaluation Handbook, particularly chapter three, sections 3 and 4.

After reviewing the role profile with our Staff Side colleagues, there were three categories that required further review. These were:

- Factor 2 – Knowledge, Skills and Experience
- Factor 3 – Analytical and Judgement
- Factor 12 – Freedom to Act

It was agreed that HR would obtain further information in relation to the three factors, and would review Band 2 and Band 3 Phlebotomist profiles and matching outcomes from other Trusts.

After reviewing other Band 2 and Band 3 matching outcomes, as a Trust, we remain aligned in scoring on factor 3 and factor 12.

However, as there has been no change to the current role profile, we have confirmed to Staff Side colleagues, that based on the information submitted by the Phlebotomy team, the current role profile of the Phlebotomists at Gloucestershire Hospitals NHS Foundation Trust is not sufficient to achieve a higher score on factor 2, and remains aligned to the scoring of the Phlebotomist Band 2 National Profile. This is currently consistent with other Trusts within the South West and across the country, who continue to use the Phlebotomist Band 2 National Profile. I'll refer to this exercise as "the review".

To conclude, the Trust's decision following the review is the current Phlebotomist role profile at GHFT remains aligned at a Band 2.

However, our commitment to partnership working continues, and therefore we would ask our Phlebotomy colleagues to work with their manager, to submit a new role profile (JD), and person specification, which reflects the role they believe GHFT requires of them for the future. We will then consider those changes, the impact, if any, on the job banding and what the organisation might require of its Phlebotomy team.

We will continue to ensure we are sighted on any national updates, and if the Phlebotomists and Unison believe the Phlebotomist National Profile is not correct, they are able to address this directly with the Job Evaluation Group (JEG), and we will update in accordance with the Phlebotomist National Profile.

We request that industrial action is paused whilst we await a response from our Phlebotomy colleagues, and can then review the information submitted.

We will confirm this outcome to our Phlebotomists. If you have any questions in relation to the contents of this letter, please do not hesitate to contact me.

We will respond to your letter of 8 April 2025 in separate correspondence.

Yours sincerely,



Deborah Tunnell
Deputy Director for People & OD