



Open Letter to Janelle Holmes, Chief Executive, and Sir David Henshaw, Chair of the Board, at Wirral University Teaching Hospital NHS Foundation Trust

29 August 2023

Dear Janelle Holmes and Sir David Henshaw

We are writing in support of Clinical Support Workers at Wirral University Teaching Hospital NHS Foundation Trust in their campaign for fair pay, respect and recognition at work.

Every NHS Trust relies on passionate and hard-working Clinical Support Workers to provide exceptional care and support to our most vulnerable residents. Due to competing demands and pressures across the Trust, however, most Clinical Support Workers routinely undertake clinical duties above their pay grade. This includes crucial tasks such as taking bloods or monitoring heart rate, blood pressure and blood sugars.

If Clinical Support Workers didn't perform these essential clinical duties, they would need to be completed by nurses and doctors who are already overworked and understaffed.

For years, Clinical Support Worker members in UNISON have campaigned for these duties to be properly recognised and rewarded in accordance with the NHS's Agenda for Change job evaluation scheme. In accordance with that scheme, clinical duties should be paid at Band 3, however most Clinical Support Workers in your organisation are employed at Band 2, with many being consistently underpaid by nearly £2,000 per year.

We understand that UNISON has attempted to engage in meaningful negotiations, but that the Trust has refused to commit to pay back-pay to 1 April 2018 in line with what has been agreed with NHS Trusts elsewhere in the region.

If the Trust continues to disregard the collective view of staff, we are concerned that it will lead to increased staff turnover and undermine morale, productivity and the quality of care.

We are therefore calling on the Trust to give Clinical Support Workers the dignity and respect they deserve by recognising and compensating CSWs for the time they have been undertaking work at a Band 3 level, in accordance with the principles of the NHS job evaluation scheme. This should include back-pay up to 1 April 2018.

We also request that the Trust Chief Executive meets with the local MPs and Councillors that have signed this letter, alongside UNISON members and organisers, to discuss how this matter can be resolved as a matter of urgency.

Yours sincerely

Margaret Greenwood MP

Mick Whitley MP

Cllr Paul Stuart, Wirral Council Leader

Cllr Judith Grier

Cllr Angela Davies

Cllr Julie McManus

Cllr Ann Ainsworth

Cllr Kaitlin Stuart

Cllr Brenda Hall

Cllr Louise Luxon-Kewley

Cllr Brian Kenny

Cllr Mark Skillicorn

Cllr Daisy Kenny

Cllr Mike Sullivan

Cllr Elizabeth Grey

Cllr Paul Jobson

Cllr Gail Jenkinson

Cllr Paul Martin

Cllr George Davies

Cllr Paula Basnett

Cllr Gillian Wood

Cllr Richie Pitt

Cllr Grahame McManus

Cllr Stephen Bennett

Cllr James Stewart Laing

Cllr Steve Foulkes

Cllr Janette Williamson

Cllr Sue Powell-Wilde

Cllr Jean Robinson

Cllr Tom Laing

Cllr Jerry Williams

Cllr Tony Jones

Cllr Jo Bird

Cllr Tony Murphy