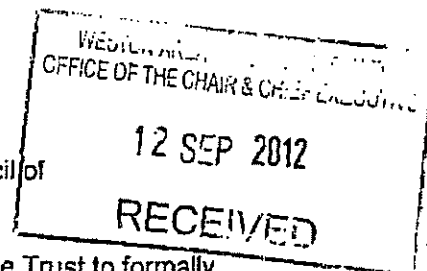


AK.

To all Executive and Non-Executive board members, Trustees & Council of members, ~~WESTON AREA HEALTH TRUST~~.



We are writing to you as the Staff Side/Joint Trade Union body within the Trust to formally request that *our* Trust withdraws from the South West Pay, terms and conditions consortium (SWC) or otherwise know by NHS staff and the public, the South West Pay Cartel.

There was no consultation with staff side or with any recognised unions before the Trust Board was asked to agree that the Trust join the Cartel or pay the £10k joining fee. This is not within the spirit of our local recognition and partnership agreements. After this Board agreement your Trust still did not inform recognised trade unions that you had joined this consortium. This fact was discovered after the consortium project initiation document was leaked, and unions obtained a copy. Unions then had to submit a Freedom of Information Request in order to ascertain which Trusts had joined the Cartel. It has also become apparent that some Trusts signed up with the Cartel before even informing, let alone getting approval from the Non executive board members and/or Trustees and Council of Members! Responses received by unions to the FOI requests have been largely "cut and paste" ones leading us to question who actually runs the Trusts, the boards or the Cartel?

The Trust has now circulated a number Cartel documents outlining the areas it intends to seek savings from our and our members terms and conditions of employment. We note with incredulity that the Cartel still maintains that it is supportive of National negotiations when it knows full well that the National Joint Union position is that whilst the Cartel continues to exist they we will not release the outcome of the staff side/union consultation process or progress the negotiations. Why would unions Nationally give way on any terms and conditions if, as stated by the Cartel, the negotiations have gone far – or fast enough, as its reason for existing at all?

We will continue to engage, consult and negotiate with the Trust on all issues and are willing to look at any ways that money can be saved, with the exception of National Terms and Conditions of employment. The problems that the NHS faces are just that, National ones: There are no grounds to treat staff less favourably in the South West where if anything, the cost of living is higher, particularly housing costs which makes up the largest proportion. At National level we have a proper constitutional framework for consultation and negotiation. However the South West pay, terms and conditions consortium has no proper constitution and no recognition agreements with unions. There is no agreed mandate in place with trade unions for the consortium to negotiate changes to Agenda for Change terms and conditions on behalf of the 20 Trusts that it has as members. In addition Agenda for Change is a national agreement and is currently being negotiated at a national level. It would not be appropriate for regionally based officers to undermine this process locally. Clearly it also makes economic sense to centralise as many things as possible and it would cost a great deal to replicate the National negotiating framework in each Trust or even each NHS Region.

We intend to lobby the Trust board on this issue and to attend future board meetings to ask questions but please provide a formal reply to this request that your Trust withdraw from South West Pay, terms and conditions consortium by 30 September 2012.

In the meantime the unions continue to see this as a Cartel as this fits the definition in the Cartels own FAQs issued last week ie it aims to control prices (wages &/or Terms and Conditions) & limit competition (for staff, between those trust that pay National or local terms).

Yours sincerely

Staff side Chair/Secretary for and on behalf of all recognised unions



**From:** Challice, Angela on behalf of Bown, Chris  
**Sent:** 28 June 2012 08:47  
**To:** 'Woolley, Robert'; 'nick.macklin@tst.nhs.uk'; 'Helen O'Shea (Interim)';  
'malcolm.cassells@salisbury.nhs.uk'; 'Smith David HR and OD Director GRH';  
'david@davidamos.net'  
**Cc:** 'Colgan Edward (Somerset Partnership NHS Foundation Trust)'  
**Subject:** SW Pay Consortium: Working Group  
**Attachments:** SWCagenda29June.docx  
  
**Importance:** High

Dear All

In relation to any South West Pay Consortium documentation, it is reiterated that any papers are circulated to group members in complete confidence.

Kind regards

Chris Bown

Dear All

Further to my previous emails, please find attached the agenda for the South West Consortium Working Group, to be held at 3.00pm on Friday 29th June 2012. An Outline Project Plan is being prepared by David Amos and will be available at the meeting. Please also bring diaries so that the second meeting of the Working Group may be arranged.

I look forward to meeting you all on Friday.

Kind regards

Chris Bown  
Chief Executive

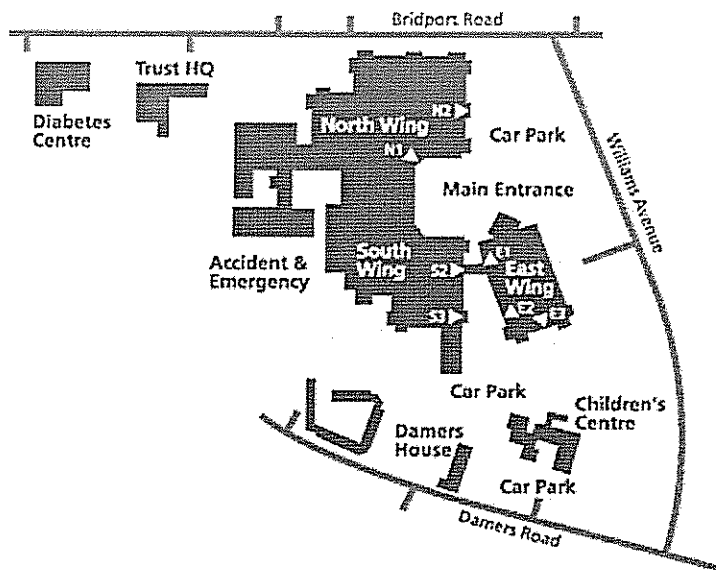
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Dear All

Further to previous emails, I can now confirm that the date for the first meeting of the SW Pay Consortium Working Group has been established on Friday 29 June and will be held in the Chief Executive's Office, Trust Headquarters, Dorset County Hospital in Dorchester (DT1 2JY) at 3.00pm, to allow sufficient travel time for attendees.

**Travelling by Car**

Car parking is signposted as you turn into the hospital grounds. Pay and display is in operation: 1 hour = £1.60, 2 hour = £2.10, 4 hours = £4.20.



Please do not hesitate to contact me should you require any further information.

Kind regards

Chris Bown  
Chief Executive  
Tel: 01202 442624

**IN CONFIDENCE**

**SOUTH WEST PAY, TERMS AND CONDITIONS CONSORTIUM  
STEERING GROUP MEETING**

**29 June 2012 at 3.00pm in the Chief Executive's Office  
Trust Headquarters, Bridport Road, Dorset County Hospital**

**AGENDA**

1. Chair's introduction to the meeting
2. Apologies for absence
3. Terms of reference
  - Steering Committee membership
  - Terms of Reference
4. Staffing arrangements:
  - Advisor
  - Communications
  - Project manager
  - Legal advice
  - Specialist advice (labour market, pensions, tax)
5. Pay, Terms and Conditions – discussion on key issues
6. Project plan:
  - Discussion points and decisions
  - Outline project plan
  - Key messages – lines to take
7. Any Other Business
8. Date and time of next meeting: To be Agreed

[REDACTED]

**From:** Challice, Angela on behalf of Bown, Chris  
**Sent:** 27 June 2012 16:55  
**To:** 'Woolley, Robert'; 'nick.macklin@tst.nhs.uk'; 'Helen O'Shea (Interim)';  
'malcolm.cassells@salisbury.nhs.uk'; 'Smith David HR and OD Director GRH';  
'david@davidamos.net'  
**Cc:** 'Colgan Edward (Somerset Partnership NHS Foundation Trust)'  
**Subject:** SW Pay Consortium: Working Group  
**Attachments:** SWCagenda29June.docx  
  
**Importance:** High

Dear All

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I look forward to meeting you all on Friday.

Kind regards

Chris Bown  
Chief Executive

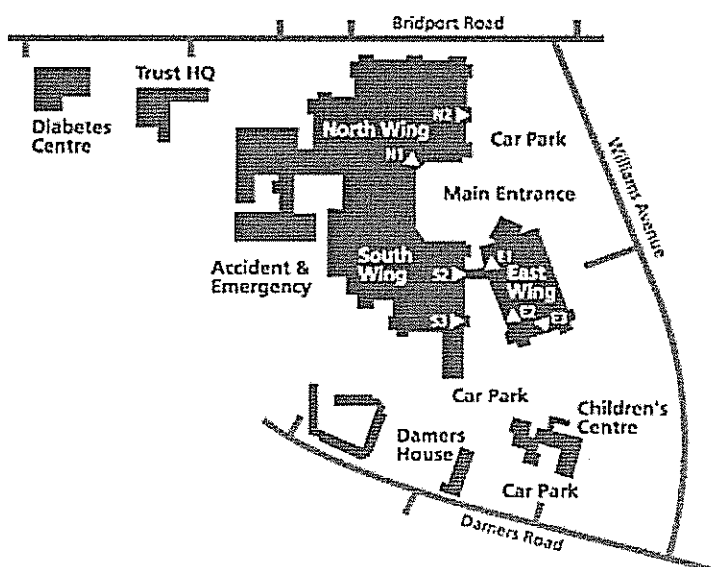
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Dear All

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Please do not hesitate to contact me should you require any further information.

Kind regards

Chris Bown  
Chief Executive  
Tel: 01202 442624

540

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**From:** Challice, Angela  
**Sent:** 14 September 2012 13:30  
**To:** Fisher, Jon  
**Cc:** Bown, Chris  
**Subject:** SWC - CEO Board Report

**Importance:** High

Hi Jon

Chris would like to include the below paragraphs in his CEO report for the September Board, and has asked if you could please check his wording to see if this is acceptable:

**South West Pay, Terms and Conditions Consortium**

Significant media attention continues following the publication by the Consortium of two discussion documents aim at stimulating open and transparent dialogue over the challenges faced by NHS provider organisations in the South West of England. The Trades Union position remains opposed to participating in any dialogue with Consortium members. It is important to be clear that no proposals or decisions have been made and a Business Case will be presented by the end of the calendar year.

The outcome of the national negotiations that have been taking place over the last 18 months, between NHS Employers and the Trades Unions will help inform the direction of travel. At the time of writing this report, a date by which an outcome is expected has yet to be confirmed.

Many thanks

*Angie*

[REDACTED] S40

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**From:** Challice, Angela on behalf of Bown, Chris  
**Sent:** 10 September 2012 16:29  
**To:** [REDACTED] S40 S41  
**Subject:** SWC - In Confidence  
**Attachments:** 10.9.12 CB to [REDACTED] doc

Dear [REDACTED] S40

Please find attached letter from Mr Chris Bown, Chief Executive, in response to your email below.

Kind regards

Angela Challice  
PA to Mr Chris Bown.

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**From:** [REDACTED] S40  
**Sent:** 31 August 2012 11:22  
**To:** Bown, Chris  
**Cc:** [REDACTED] S40  
**Subject:** cartel policy

Hi Chris

Perhaps you would like to tell my hard working colleagues and myself at Frenchay Hospital why you are trying to cut our pay and conditions, according to the GMB Union. Is this right?

[REDACTED] S40



Longfleet Road  
Poole  
Dorset  
BH15 2JB  
Tel: 01202 442895  
Fax: 01202 442743

15 November 2012

**In Confidence**

Mr [REDACTED] 540 541,  
(By email)

Dear Mr [REDACTED]

Thank you for your email of 31st August 2012, which I received whilst on leave, to which I am now able to reply.

Despite what has been reported in the media about the pay position, I can confirm that the South West Pay, Terms and Conditions Consortium (SWC) has not taken any decisions in any respect with regard to addressing pay, terms and conditions. I do note your concern about any potential changes and I will make sure that your view is taken account of as part of the analysis undertaken by the SWC.

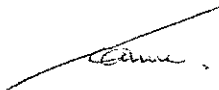
The SWC has been set up as the member Trusts believe that the financial and operational challenges ahead cannot be met fully by further efficiency savings or service reconfigurations alone, opportunities for which are becoming limited. Further information about the SWC can be found on the website – [www.meetingthechallenge.info](http://www.meetingthechallenge.info)

The SWC believes that amendments to staff pay, terms and conditions could be introduced that will support sustainable organisations, promoting job security and viable services whilst lessening the need for reductions in workforce or the quality of care our patients rightly expect from us. It is worth noting that the SWC is also looking at ways in which pay arrangements may be enhanced for high performing staff members.

I can assure you that I am fully committed to working in partnership with staff to address the challenges which the NHS faces.

Thank you for your continued hard work and commitment to providing services to patients.

Yours sincerely



**Chris Bown**  
Chief Executive

[REDACTED] S40

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**From:** Challice, Angela on behalf of Bown, Chris  
**Sent:** 10 September 2012 16:25  
**To:** [REDACTED] S40 S41  
**Subject:** SWC - In Confidence  
**Attachments:** 10.9.12 CB to Richard Somerville.doc

Dear [REDACTED] S40

Please find attached a letter from Mr Chris Bown, Chief Executive, in response to your email below.

Kind regards

Angela Challice  
PA to Mr Chris Bown

**From:** [REDACTED] S40 S41  
**Sent:** 28 August 2012 15:35  
**To:** Bown, Chris  
**Subject:** SWC

Dear Chris Bown

I have read with interest the pronouncements of SWC on 'local pay' - a convenient shorthand for one of the aims of the consortium. I note that in earlier communications, the entire emphasis (apart from Medical locum rate and study leave) was on Agenda for Change(AfC) staff. Now there are many more references to the Medical staff group and their pay and earnings - why this change please?

The subject is complex, and unfortunately SWC has made it even more difficult by issuing figures on at least two separate sets of assumptions. For example, in section 6 of SWC Addressing Pay, Terms and Conditions (Page 12) a typical trust has an annual turnover of £220m, whereas in the media statement of 6.7.2012 issued by Poole NHS the 'average size trust' has a turnover of £200m. Why have you chosen these two difference bases, and not used only one throughout please?

I am at a loss to understand the calculations on the effect of incremental pay, which suggest that these give rise to a 2% annual increase in the pay bill. During past periods of pay restraint, HM Treasury, who I imagine have some knowledge of manpower economics, have considered that incremental scales do NOT increase the overall wage bill, due to the flows into and out from each scale. You have observed that a small number of medical staff are on a relatively recent scale, but I doubt whether this on its own can have a significant effect. All the other scales are well established, and many staff are on the maximum. How do you justify this figure of 2% against the Treasury's 0% please?

Looking forward to your reply.

Yours sincerely

[REDACTED] S40

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]