

West Hertfordshire NHS Trust Hospitals

GMB TRADE UNION – LONDON REGION WELCOME SECURING FULL PAY OR MITIE CONTRACTOR STAFF WORKING AT WEST HERTFORDSHIRE HOSPITALS NHS TRUST

Dear GMB Member,

FULL PAY FOR COVID RELATED ABSENCES

I very much hope that you are keeping well and safe.

Full Pay for Covid related absences, whether members had a Covid positive test or the need to isolate, was stopped in October 2020 without notice. The majority of you contacted me to express concerns that those who have been forced to stay at home due to Covid have only been paid Statutory Sick Pay since October 2020 - a third of your usual pay - and full pay was denied for Covid related absences.

Since then, GMB have been in negotiations with West Hertfordshire Hospital NHS Trust and your employer Mitie, on the refusal to provide full sick pay since 1st October 2020, after the Government withdrew the guidance in place on March 2020, where it stated that any member of staff including bank or outsourced staff who has to attend an NHS establishment to carry out duties, they should receive full pay for the period required for self-isolation in relation to Covid as a result of public health advice.

GMB made a strong point on the unfairness for Mitie employees who are also in the frontline as much as direct NHS employees. West Herts Trust response was that they were seeking formal clarification from NHS Improvement whether the statement from March 2020 referring to self-isolation payments for contractors still stands. These discussions have been taking place since last year and the GMB have kept the pressure on to resolve the matter.

Finally, the Acting Chief People Officer for West Herts Hospitals NHS Trust contacted me last Friday 26th February to advise me that **Full Pay will be reinstated for Covid related absences and this payment will be backdated from October 2020, when Full Pay was stopped.** These payments will come from the Trust reserve, as until now the NHS Improvement and the Government have failed to clarify the issue.

The Trust has further advised me today that the back pay is being processed by payroll today and therefore should with the staff in the next few days for those members who only received Statutory Sick Pay due to Covid related absence since 1st October 2020.

If you were absent with Covid related and do not received a back pay, I would be grateful if you could please email me on hilda.tavolara@gmb.org.uk or text me on 07976 784737 with your full name, dates and weeks when you were absent due to falling ill with Covid or having to isolate since 1st October 2020.

Many thanks, and I look forward to hearing from you in due course. Any further clarification or concerns, please contact me or your GMB Shop Steward/H&S Rep Michelle Goldthorp. Please remember to share this information with colleagues not in GMB and ask them to join at www.gmb.org.uk/join-gmb

Kind regards,



HILDA TAVOLARA
GMB REGIONAL ORGANISER